



# 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.

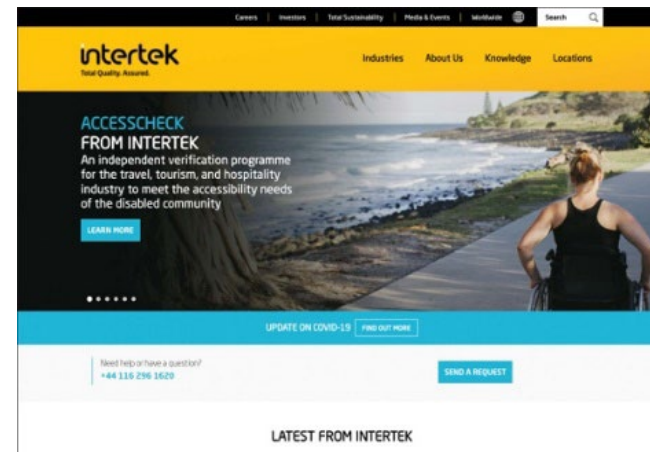
We do this through our Annual report, Sustainability report, our website and by reporting against voluntary external indices.

The Annual Report & Accounts 2021 captures, in a systemic end-to-end architecture, what we did in 2021 in three distinct reports: Strategic, Sustainability and Financial.

These three separate, and yet connected, reports have been designed to make it easier for our stakeholders to fully understand our business, how we bring quality, safety and sustainability to life, what we offer our clients, and the opportunities we have ahead of us.



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





# Our Ever Better systemic approach to Sustainability

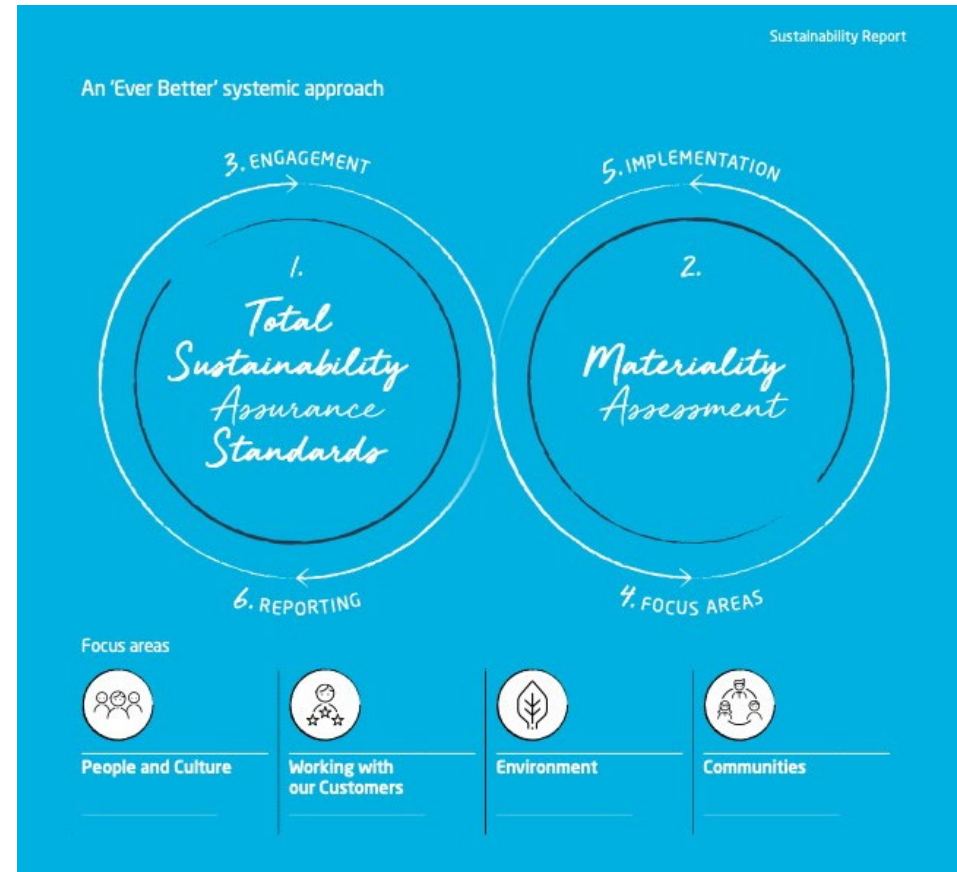
## Our sustainability reporting helps us to set goals, measure performance, and manage change in order to make our operations more sustainable.

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.

At Intertek, we are focused on sustainability excellence in every operation, and as a purpose-led organisation we hold ourselves to the same ten Corporate Sustainability Certification standards to which we certify our clients. We believe that 'Doing Business the Right Way' with a systemic approach is the only way to deliver our corporate goals and create sustainable value for all stakeholders.

Our 'Ever Better' systemic approach is based on the Total Sustainability Assurance Standards, which provide the definition of what it means to be a sustainable company, end-to-end. We recognise the importance of determining and prioritising the key sustainability topics relevant to the business and our stakeholders and develop our focus areas through ongoing engagement. Processes and procedures are implemented and we report progress through this report, our website and through continued engagement with our stakeholders.

This dynamic 'Ever Better' systemic approach provides valuable insights which in turn enable us to align our sustainability initiatives and prioritise our focus areas.



Additional information on our 'Ever Better' systemic approach can be found in our [Annual Report & Accounts 2021](#).



# 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
<b>QUALITY &amp; SAFETY</b>		
<b>1.1 – Own Operations</b>	Continuous Improvement Process	Continual improvement is part of ISO 9001, ISO 17025 and other quality-related certifications, accreditations and approvals held by most of our operations. Performance is measured, recorded and benchmarked against established objectives as part of our disciplined performance management principles, supported by our Quality Management System.
	Equipment & Assets	We have a framework and team in place to protect intellectual property, business services, personal information and customer data. Our Risk & Compliance team reviews the adoption and delivery of our Code of Ethics, including completion of training on the Code, and monitoring of activity including data privacy in all markets and functions.
	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	Annual Report & Accounts 2021, page 51
	Hazardous Materials Management	Annual Report & Accounts 2021, page 87
	Distribution and Logistics	Not a material topic for Intertek. We are constantly looking for new and innovative ways to effectively deliver our services.
<b>1.2 – Products &amp; Services</b>	Product/Service Design	Annual Report & Accounts 2021, pages 14-25
	Life Cycle Environmental Impact	Not considered material to our business at this time.
	Customer Focus	Annual Report & Accounts 2021, page 80

	Principles	Our response and where to find it
<b>1.3 – Supply Chain</b>	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 & Accounts 2021, pages 14-25
	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. <a href="#">Code of Ethics</a>
	Chemical Management	Annual Report & Accounts 2021, page 87
	Procurement Policies & Responsible Sourcing	Annual Report & Accounts 2021, page 168
	Supplier Engagement	Annual Report & Accounts 2021, page 168
	Key Suppliers	Annual Report & Accounts 2021, page 168
<b>1.4 – Innovation</b>	Innovation and R & D Processes	Annual Report & Accounts 2021, pages 36-43
	Product & Service Innovation	Annual Report & Accounts 2021, pages 36-43
	Empowered Approach	Annual Report & Accounts 2021, pages 73-75
	Market Surveillance	Annual Report & Accounts 2021, pages 71-72
	Strategic Alignment	Annual Report & Accounts 2021, pages 14-25



	Principles	Our response and where to find it
	Senior Management Engagement	Annual Report & Accounts 2021, pages 14-25
<b>People &amp; Culture</b>		
<b>6.1 – Qualifications &amp; Training</b>	Competence to perform Job	Annual Report & Accounts 2021, pages 74-75
	Talent Attraction, Reward & Recognition	Annual Report & Accounts 2021, page 74
<b>6.2 – Employee Engagement</b>	Skills Development & Assistance	Annual Report & Accounts 2021, page 75
	Senior Management Succession and Talent Planning	Annual Report & Accounts 2021, pages 74, 125 and 127
<b>6.3 – Human Rights</b>	Respect for Human Rights	Annual Report & Accounts 2021, page 75
	Labour Practices	Annual Report & Accounts 2021, page 74
	Modern Slavery and Recruitment	Annual Report & Accounts 2021, page 75 <a href="#">Modern Slavery Act Statement</a>
	Diversity	Annual Report & Accounts 2021, pages 76-79
<b>6.4 – Worker Health and Wellness</b>	Employee Wellbeing	Annual Report & Accounts 2021, pages 73-74
	Supplier Workplace Health & Safety	Annual Report & Accounts 2021, pages 73, 168
	Healthy Working Environment	Annual Report & Accounts 2021, pages 73-74
<b>Communities</b>		
<b>7.1 – Strategy</b>	Corporate Strategy	Annual Report & Accounts 2021, pages 25, 92
	Sustainability Strategy	Annual Report & Accounts 2021, pages 92-95
<b>7.2 – Economic Productivity</b>	Supporting Community Development - Operations	Annual Report & Accounts 2021, pages 92-94
	Employment Opportunities	Annual Report & Accounts 2021, pages 74, 75, 79
	Trade & Pricing	See TSA 1.2 Product Pricing
<b>7.3 – Volunteerism</b>	Support for Projects in Community	Annual Report & Accounts 2021, pages 92-94
	Investment of Time & Talent	Annual Report & Accounts 2021, pages 92-94

	Principles	Our response and where to find it
<b>7.4 – Education</b>	Quality Education	Annual Report & Accounts 2021, pages 74, 75, 79
	Education on Sustainability	Annual Report & Accounts 2021, pages 74, 75, 79 <a href="https://www.intertek.com/assuris/">https://www.intertek.com/assuris/</a>
<b>Governance</b>		
<b>8.1 – Board/ Independent Oversight</b>	Accountability	Annual Report & Accounts 2021, pages 99, 109
	Governance structure	Annual Report & Accounts 2021, pages 99, 109
	Diversity of Membership	Annual Report & Accounts 2021, pages 102-104
	Diversity and Inclusion	Annual Report & Accounts 2021, pages 76-78
<b>8.2 – Stakeholder Engagement</b>	Materiality Assessments	Annual Report & Accounts 2021, page 72
	Prioritisation and Publication	Annual Report & Accounts 2021, page 72
	Shareholder Relationship	Annual Report & Accounts 2021, page 121
	Customer Relationship	Annual Report & Accounts 2021, pages 80-85
	Openness	Annual Report & Accounts 2021, pages 23-25
	CSO Engagement	Annual Report & Accounts 2021, pages 23-25, 92-94
<b>8.3 – Strategy &amp; Executive Alignment</b>	Leadership and Accountability	Annual Report & Accounts 2021, pages 6-13
	Innovation and R & D	See TSA 1.4 Innovation
	Performance Management	Annual Report & Accounts 2021, pages 26-29
<b>8.4 – Brand Reputation</b>	Brand Heritage	Annual Report & Accounts 2021, pages 8-10
<b>8.5 – Philanthropy</b>	Community Service and Contributions	Annual Report & Accounts 2021, pages 92-94
<b>8.6 – Corporate Controls</b>	Risk and Internal Control	Annual Report & Accounts 2021, pages 112, 134, 167-169
	Authorities Cascade	Annual Report & Accounts 2021, page 168



	Principles	Our response and where to find it
	Controls and Corrective Action Process	Annual Report & Accounts 2021, page 167
<b>8.7 – Fair Competition</b>	Fair Competition Policy & Training	<a href="#">Code of Ethics</a>
	Corrective Action Process	<a href="#">Code of Ethics</a>
<b>8.8 – Lobbying &amp; Political Contributions</b>	Lobbying & Political Contributions	Annual Report & Accounts 2021, pages 165, 168
<b>Risk Management</b>		
<b>2.1 – Risk Strategy</b>	Risk Appetite	Annual Report & Accounts 2021, pages 44-49
<b>2.2 – Risk Process Controls &amp; Reporting</b>	Risk Identification	Annual Report & Accounts 2021, pages 44-45, 50, 167
	Risk Assessment & Mitigation	Annual Report & Accounts 2021, pages 44-49, 50-54, 134, 167-169
	Risk Register	Annual Report & Accounts 2021, pages 44, 112
	Reporting Procedures	Annual Report & Accounts 2021, pages 167-169
	Transparency	Annual Report & Accounts 2021, pages 44-49, 167-169
	External Communications & Disclosure	Annual Report & Accounts 2021, pages 44-49, 167-169
<b>2.3 – Business Continuity &amp; Disaster Recovery</b>	Business Continuity & Disaster Recovery	Annual Report & Accounts 2021, pages 54, 73
	Business Impact Analysis	Annual Report & Accounts 2021, pages 44-54
<b>2.4 – Insurance</b>	Insurance	Intertek maintains appropriate insurance coverage to ensure the protection of the business and its assets, in addition to covering all legal insurance requirements.
<b>Compliance</b>		
<b>4.1 – Ethics &amp; Integrity</b>	Compliance Programme	Annual Report & Accounts 2021, page 168
	Anti-Bribery Policy	<a href="#">Intertek Anti-Bribery Policy</a>
	Gifts and Hospitality Policy	<a href="#">Code of Ethics</a>
	Charitable Donations Policy	<a href="#">Code of Ethics</a>
	Lobbying & Political Donations Policy	See TSA 8.8 Lobbying & Political Contributions

	Principles	Our response and where to find it
	Senior Management Accountability & Ownership	Annual Report & Accounts 2021, page 168
	Compliance Monitoring	Annual Report & Accounts 2021, page 168
	Procurement Compliance Policies	<a href="#">Sustainable Procurement Policy</a>
	Marketing & Ethical Advertising	Annual Report & Accounts 2021, page 171
	Responsible Business Model	Annual Report & Accounts 2021, pages 18-25, 71-72, 80
	Voluntary Commitments Monitoring	Annual Report & Accounts 2021, page 25
<b>4.2 – Regulation Monitoring</b>	Compliance with Laws & Regulations	Annual Report & Accounts 2021, page 168
<b>4.3 – Contract Management</b>	Ethical Business Relationships	Annual Report & Accounts 2021, page 168-169
<b>4.4 – Verification</b>	Compliance Programme Verification	Annual Report & Accounts 2021, page 168
<b>Financial</b>		
<b>9.1 – Financial Planning &amp; Analysis</b>	Long Term Strategic Planning & Alignment	Annual Report & Accounts 2021, pages 18-25
	Annual Budget Management & Control	Annual Report & Accounts 2021, page 110
	Monthly Reporting and Budgetary Control	Our regular reporting and monitoring cycle is critical to the delivery of disciplined performance management.
	Forecast Management & Control	Our five-year strategic plan, as outlined in the Annual Report & Accounts, is underpinned by a bottom-up budgeting and planning process.
<b>9.2 – Treasury</b>	Funding Management and Liquidity	Annual Report & Accounts 2021, pages 30-35
	Management and Control	Annual Report & Accounts 2021, pages 30-35
	Counterparty Risk and Security of Assets	Annual Report & Accounts 2021, pages 30-35
	Short-Term Investments	Annual Report & Accounts 2021, pages 30-35
	Trading	Annual Report & Accounts 2021, pages 30-35



	Principles	Our response and where to find it
	Foreign Exchange	Annual Report & Accounts 2021, pages 30-35
<b>9.3 – Capital Allocation Management &amp; Control</b>	Strategic Alignment	Annual Report & Accounts 2021, pages 30-35
	Management & Control	Annual Report & Accounts 2021, pages 30-35
	Sustainable Investment	Annual Report & Accounts 2021, pages 30-35
<b>9.4 – Internal Controls &amp; Financial Audit Function</b>	Internal Management & Control	Annual Report & Accounts 2021, page 112
	Internal Financial Audit	Annual Report & Accounts 2021, pages 133-134
	Procurement Management & Control	Annual Report & Accounts 2021, pages 169
	Tax Policies and Controls	<a href="#">Intertek Group Tax Strategy</a>
<b>9.5 – Audited Financial Results</b>	Financial Accounting/Annual Report	<a href="#">Annual Report &amp; Accounts 2021</a>
	Financial Regulatory Reporting	<a href="#">Annual Report &amp; Accounts 2021</a>
	Disclosure	Our Results, Presentations and Announcements can be accessed on <a href="#">our website</a>
<b>Environment</b>		
<b>5.1 – Climate Change</b>	Emissions	Annual Report & Accounts 2021, pages 86-91
	Air Pollution	Annual Report & Accounts 2021, pages 86-91
	Renewable Energy	Annual Report & Accounts 2021, pages 86-91
	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. We joined the LEAF Coalition in November 2021, an initiative designed to accelerate climate action by providing results-based finance to countries committed to protecting their tropical forests.

	Principles	Our response and where to find it
<b>5.2– Resources</b>	Energy Conservation	Annual Report & Accounts 2021, pages 86-91
	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	Annual Report & Accounts 2021, page 169
	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.
<b>5.3 – Biodiversity</b>	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.
<b>5.4 – Waste Management</b>	Waste Management	Annual Report & Accounts 2021, page 87
	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.
<b>5.5 – Regulatory</b>	Environmental Compliance	Annual Report & Accounts 2021, page 168
<b>Enterprise Security</b>		
<b>3.1 – Intellectual Property</b>	Intellectual Property (IP) Assets Management & Control	Annual Report & Accounts 2021, page 169
<b>3.2 – Data Protection &amp; Privacy</b>	Data Protection	Annual Report & Accounts 2021, page 169
	Privacy	Annual Report & Accounts 2021, page 169
	Risk Identification and Asset Management	Annual Report & Accounts 2021, page 169



	Principles	Our response and where to find it
<b>3.3 – Cyber Risk Management and Controls</b>	Incident Management (Planning, Detecting, Responding & Recovering)	Annual Report & Accounts 2021, page 169
	Employee Engagement	Annual Report & Accounts 2021, page 169
<b>3.4 – Physical Asset Security</b>	Identity Management, Authentication and Access Control	Annual Report & Accounts 2021, page 169
	Physical Assets	Annual Report & Accounts 2021, page 169
	High Value Assets	Annual Report & Accounts 2021, page 169
<b>3.5 – Employee Security</b>	Employee Security	Annual Report & Accounts 2021, page 73-74, 169
<b>3.6 – Supply Chain Security</b>	Supply Chain Security	Annual Report & Accounts 2021, page 169
<b>Communications &amp; Disclosures</b>		
<b>10.1 – Strategic Communications &amp; Disclosures</b>	Corporate Strategy Communication	Annual Report & Accounts 2021, page 171
	Strategic Metrics & KPIs	Annual Report & Accounts 2021, pages 26-29
<b>10.2 – Sustainability Communications &amp; Disclosures</b>	Sustainability Strategy	Annual Report & Accounts 2021, pages 68, 71-72
	Sustainability Metrics and KPIs	Annual Report & Accounts 2021, pages 28-29
<b>10.3 – Governance Communications &amp; Disclosures</b>	Governance Regulatory Compliance Reporting	Annual Report & Accounts 2021, page 101
	Communication with Stakeholders	Annual Report & Accounts 2021, pages 23-25, 55-61
	Communication of Risks	See Risk Management
	Transparency of Supervisory Boards	Not applicable
	Diversity Reporting	Annual Report & Accounts 2021, pages 76-78, 102-104
<b>10.4 – Financial Communications &amp; Disclosures</b>	Financial Communication	See Finance
<b>10.5 – Internal Communications &amp; Disclosures</b>	Internal Dissemination of Information	Annual Report & Accounts 2021, page 171
	Anonymous Hotline & Whistleblower System	Annual Report & Accounts 2021, page 168

	Principles	Our response and where to find it
	Health & Safety Communications	Annual Report & Accounts 2021, pages 73-74
<b>10.6 – Regulatory Disclosures</b>	Regulatory Disclosures	Our Results, Presentations and Announcements can be accessed on <a href="#">our website</a>
<b>10.7 – External Disclosures</b>	Products, Services, Organisational and Personnel	See <a href="#">our website</a>
	Media Handling	Annual Report & Accounts 2021, page 171
	Social Media Handling	Annual Report & Accounts 2021, page 171



## Intertek GRI Content Index

Intertek Group plc has reported in accordance with the GRI Standards for the period 1 January 2021 to 31 December 2021. The GRI content index provides an overview of our reported information, shows where the reported information can be found, and helps information users access this information. 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
<b>GRI 101: Foundation general disclosures</b>		
	101-1 Stakeholder inclusiveness	See TSA 8.2 – Stakeholder Engagement
	101-2 Sustainability context	Annual Report & Accounts 2021, pages 71-72
	101-3 Materiality	See TSA 8.2 – Stakeholder Engagement
	101-4 Completeness	See TSA 8.2 – Stakeholder Engagement
	101-5 Accuracy	Annual Report & Accounts 2021, pages 89  Ernst & Young LLP ('EY') were engaged to provide independent limited assurance over selected information in the Annual Report & Accounts for the year ended 31 December 2021.
	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	Annual Report & Accounts 2021, page 171
	101-8 Comparability	Annual Report & Accounts 2021, page 171
	101-9 Reliability	Annual Report & Accounts 2021, page 171
	101-10 Timeliness	We will provide this Index alongside our annual reporting.
<b>GRI 102: General disclosures</b>		
	<b>Organizational profile</b>	
	102-1 Name of the organization	Intertek Group plc
	102-2 Activities, brands, products, and services	Annual Report & Accounts 2021, pages 4-61 See <a href="#">our website</a>
	102-3 Location of headquarters	London, UK
	102-4 Location of operations	Annual Report & Accounts 2021, pages 22, 209-217
	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 232 of the Annual Report & Accounts 2021.
	102-6 Markets served	Annual Report & Accounts 2021, pages 20-21, 36-43
	102-7 Scale of the organization	Annual Report & Accounts 2021, pages 18-25
	102-8 Information on employees and other workers	Annual Report & Accounts 2021, page 77 ESG Datebook, pages 17-20 of this Index <b>Note:</b> 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	Annual Report & Accounts 2021, page 169
	102-10 Significant changes to the organization and its supply chain	Annual Report & Accounts 2021, page 183 and 192-193  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. Annual Report & Accounts 2021, page 86-91
	102-12 External initiatives	We are signatory to a number of global external codes and charters that reflect our commitment to sustainability and responsibility. We also participate in a number of initiatives including the Business Ambition for 1.5°C, the UN Race to Zero, We Mean Business, Get Nature Positive campaign and are a member of the LEAF Coalition. We are also a member of the Valuable 500.
	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





GRI Standard	Disclosure	Our response and where to find it
		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 Institute; Associação Brasileira De Avaliação Da Conformidade (Brazilian Conformity Assessment Association).
	<b>Strategy</b>	
	102-14 Statement from senior decision-maker	Annual Report & Accounts 2021, pages 6-13 and 64-65
	102-15 Key impacts, risks, and opportunities	Annual Report & Accounts 2021, pages 6-25 and 44-54
	<b>Ethics and integrity</b>	
	102-16 Values, principles, standards, and norms of behavior	See TSA 4.1 – Ethics & Integrity
	102-17 Mechanisms for advice and concerns about ethics	See TSA 4.1 – Ethics & Integrity Intertek is committed to maintaining a culture where issues of integrity and professional ethics can be raised and discussed openly. This is why we provide the online <a href="#">Hotline</a> for all employees, contractors and others representing Intertek, to enable confidential reporting of suspected misconduct or breaches of the Code, or any of our policies (including our Labour and Human Rights Policy and Modern Slavery Policy).
	<b>Governance</b>	
	102-18 Governance structure	See TSA 8.1 – Board/ Independent Oversight
	102-19 Delegating authority	See TSA 8.1 – Board/ Independent Oversight
	102-20 Executive-level responsibility for economic, environmental, and social topics	See TSA 8.3 – Strategy & Executive Alignment
	102-21 Consulting stakeholders on economic,	See TSA 8.2 – Stakeholder Engagement

GRI Standard	Disclosure	Our response and where to find it
	environmental, and social topics	
	102-22 Composition of the highest governance body and its committees	See TSA 8.1 – Board/ Independent Oversight
	102-23 Chair of the highest governance body	See TSA 8.1 – Board/ Independent Oversight
	102-24 Nominating and selecting the highest governance body	Annual Report & Accounts 2021, pages 124, 126-129
	102-25 Conflicts of interest	Annual Report & Accounts 2021, page 123
	102-26 Role of highest governance body in setting purpose, values, and strategy	Annual Report & Accounts 2021, page 106
	102-27 Collective knowledge of highest governance body	Annual Report & Accounts 2021, pages 110-111
	102-28 Evaluating the highest governance body's performance	Annual Report & Accounts 2021, pages 124-125
	102-29 Identifying and managing economic, environmental, and social impacts	Annual Report & Accounts 2021, pages 23-25, 55-61, 114
	102-30 Effectiveness of risk management processes	Annual Report & Accounts 2021, page 112
	102-31 Review of economic, environmental, and social topics	Annual Report & Accounts 2021, pages 110-111
	102-32 Highest governance body's role in sustainability reporting	Annual Report & Accounts 2021, pages 99, 171
	102-33 Communicating critical concerns	Annual Report & Accounts 2021, page 112
	102-34 Nature and total number of critical concerns	Annual Report & Accounts 2021, page 168



GRI Standard	Disclosure	Our response and where to find it
	102-35 Remuneration policies	Annual Report & Accounts 2021, pages 138-144
	102-36 Process for determining remuneration	Annual Report & Accounts 2021, pages 138-144
	102-37 Stakeholders' involvement in remuneration	Annual Report & Accounts 2021, pages 136-137
	102-38 Annual total compensation ratio	Annual Report & Accounts 2021, page 160 <b>Note:</b> data by country not available.
	102-39 Percentage increase in annual total compensation ratio	Annual Report & Accounts 2021, page 160 <b>Note:</b> data by country not available.
<b>Stakeholder engagement</b>		
	102-40 List of stakeholder groups	See TSA 8.2 – Stakeholder Engagement
	102-41 Collective bargaining agreements	Annual Report & Accounts 2021, page 75
	102-42 Identifying and selecting stakeholders	See TSA 8.2 – Stakeholder Engagement
	102-43 Approach to stakeholder engagement	See TSA 8.2 – Stakeholder Engagement
	102-44 Key topics and concerns raised	See TSA 8.2 – Stakeholder Engagement
<b>Reporting practice</b>		
	102-45 Entities included in the consolidated financial statements	Annual Report & Accounts 2021, pages 209-217
	102-46 Defining report content and topic Boundaries	Annual Report & Accounts 2021, page 171 For Environmental reporting also see our <a href="#">Basis of Reporting Document</a>
	102-47 List of material topics	See TSA 8.2 – Stakeholder Engagement
	102-48 Restatement of information	Annual Report & Accounts 2021, page 179
	102-49 Changes in reporting	There have been no significant changes from previous reporting periods in the list of material topics and topic boundaries.
	102-50 Reporting period	Financial year ended 31 December 2021

GRI Standard	Disclosure	Our response and where to find it
	102-51 Date of most recent report	Most recent previous report - March 2021
	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	Annual Report & Accounts 2021, page 89
<b>GRI 103: Management approach</b>		
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 & Accounts 2021, pages 18-25 and 72
<b>Material topics 200 series (economic topics)</b>		
<b>GRI 201: Economic performance</b>	<b>Economic performance</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 18-25
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 18-25 and 26-27
	201-1 Direct economic value generated and distributed	Annual Report & Accounts 2021, pages 173-175 <b>Note:</b> 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 & Accounts 2021, pages 50-54
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report & Accounts 2021, pages 203-206 <b>Note:</b> we do not disclose the number of employees included in the schemes or the percentage of salary contributed by employer and employee.



GRI Standard	Disclosure	Our response and where to find it
	201-4 Financial assistance received from government	Annual Report & Accounts 2021, pages 179, 184 and 187 <b>Note:</b> this information is not broken down by country.
<b>GRI 202: Market presence</b>	<b>Market presence</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 18-25
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 18-25 and 26-27
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Intertek 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. Annual Report & Accounts 2021, page 78
<b>GRI 203: Indirect economic impacts</b>	<b>Indirect economic impacts</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, page 25
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 71-94
	203-2 Significant indirect economic impacts	Our indirect economic impacts are diverse and associated with our business relationships and community investment projects. Annual Report & Accounts 2021, pages 25 and 71-94
<b>GRI 204: Procurement practices</b>	<b>Procurement practices</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, page 169
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 169
	204-1 Proportion of spending on local suppliers	Annual Report & Accounts 2021, page 169

GRI Standard	Disclosure	Our response and where to find it
<b>GRI 205: Anti-corruption</b>	<b>Anti-corruption</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 167-169
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 167-169
	205-1 Operations assessed for risks related to corruption	Annual Report & Accounts 2021, pages 167-169
	205-2 Communication and training about anti-corruption policies and procedures	Annual Report & Accounts 2021, page 75
	205-3 Confirmed incidents of corruption and actions taken	Annual Report & Accounts 2021, page 168
<b>GRI 206: Anti-competitive behavior</b>	<b>Anti-competitive behaviour</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, page 168
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 168
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report & Accounts 2021, page 168
<b>GRI 207: Tax 2019</b>	<b>Tax</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, page 135
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 135
	207-1 Approach to tax	<a href="#">Intertek Group Tax Strategy</a>
	207-2 Tax governance, control and risk management	<a href="#">Intertek Group Tax Strategy</a>



GRI Standard	Disclosure	Our response and where to find it
	207-3 Stakeholder engagement and management of concerns related to tax	<a href="#">Intertek Group Tax Strategy</a>
Material topics 300 series (environmental topics)		
<b>GRI 302: Energy</b>	<b>Energy</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 86-87
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 86-87
	302-1 Energy consumption within the organization	Annual Report & Accounts 2021, pages 86
	302-2 Energy consumption outside of the organization	Annual Report & Accounts 2021, pages 86-87
<b>GRI 305: Emissions</b>	<b>Emissions</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 86-91
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 86-91
	305-1 Direct (Scope 1) GHG emissions	Annual Report & Accounts 2021, page 88
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report & Accounts 2021, page 88
	305-3 Other indirect (Scope 3) GHG emissions	Annual Report & Accounts 2021, page 88
	305-4 GHG emissions intensity	Annual Report & Accounts 2021, page 88
	305-5 Reduction of GHG emissions	Annual Report & Accounts 2021, page 88
<b>GRI 307: Environmental compliance</b>	<b>Environmental compliance</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 86-91
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 86-91

GRI Standard	Disclosure	Our response and where to find it
	307-1 Non-compliance with environmental laws and regulations	Annual Report & Accounts 2021, page 168
<b>GRI 308: Supplier environmental assessment</b>	<b>Supplier environmental assessment</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 169
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 169
	308-1 New suppliers that were screened using environmental criteria	Our corporate procedures govern our purchasing and evaluation of vendors and subcontractors supplying Intertek with goods and services. Environmental performance is reviewed by our regional procurement teams and QHSE teams. 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	Annual Report & Accounts 2021, page 168
Material topics 400 series (social topics)		
<b>GRI 401: Employment</b>	<b>Employment</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 73-79
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 28-29 and 73-79
	401-1 New employee hires and employee turnover	ESG Databook pages 17-20 of this index <b>Note:</b> this data is not broken down by age group or by region
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report & Accounts 2021, page 74 <b>Note:</b> list of benefits is not reported.
	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.



GRI Standard	Disclosure	Our response and where to find it
		<b>Note:</b> number of employees taking parental leave is not available.
<b>GRI 402: Labour/Management relations</b>	<b>Labour/Management relations</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 73-79
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 73-79
	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.
<b>GRI 403: Occupational health &amp; safety 2018</b>	<b>Occupational health &amp; safety</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 73-74
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 73-74
	403-1 Occupational health & safety management system	Annual Report & Accounts 2021, pages 73-74
	403-2 Hazard identification, risk assessment, and incident investigation	Annual Report & Accounts 2021, pages 73-74
	403-3 Occupational health services	Annual Report & Accounts 2021, pages 73-74
	403-4 Worker participation, consultation, and communication on occupational health & safety	Annual Report & Accounts 2021, pages 73-74
	403-5 Worker training on occupational health & safety	Annual Report & Accounts 2021, pages 73-74
	403-6 Promotion of worker health	Annual Report & Accounts 2021, pages 73-74

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	Annual Report & Accounts 2021, pages 73-74
	403-8 Workers covered by an occupational health & safety management system	Annual Report & Accounts 2021, pages 73-74
	403-9 Work-related injuries	Annual Report & Accounts 2021, pages 73-74 ESG Databook, pages 17-20 of this index
	403-10 Work-related ill health	Annual Report & Accounts 2021, pages 73-74
<b>GRI 404: Training and education</b>	<b>Training and education</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 73-75
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 73-75
	404-1 Average hours of training per year per employee	ESG Databook, pages 17-20 of this index Annual Report & Accounts 2021, page 75 <b>Note:</b> training hours is not broken down per employee by gender
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report & Accounts 2021, pages 73-75
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG Databook, pages 17-20 of this index Annual Report & Accounts 2021, page 75
<b>GRI 405: Diversity and equal opportunity</b>	<b>Diversity and equal opportunity</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 76-79
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 76-79



GRI Standard	Disclosure	Our response and where to find it
	405-1 Diversity of governance bodies and employees	Gender diversity is disclosed in: Annual Report & Accounts 2021, pages 76-79 ESG Databook, pages 17-20 of this index <b>Note:</b> 405-1 b ii by employee category and 405-1 b iii not available
	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.
<b>GRI 406: Non-discrimination</b>	<b>Non-discrimination</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 74-75
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 74-75
	406-1 Incidents of discrimination and corrective actions taken	Annual Report & Accounts 2021, page 168 ESG Databook, pages 17-20 of this index
<b>GRI 407: Freedom of association and collective bargaining</b>	<b>Freedom of association and collective bargaining</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, page 75
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 75
	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. <b>Note:</b> Information for suppliers not available
<b>GRI 408: Child labor</b>	<b>Child labor</b>	
	103-2 The management approach and its components	<a href="#">Labour and Human Rights policy</a> <a href="#">Code of Ethics</a>
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 168

GRI Standard	Disclosure	Our response and where to find it
	408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report & Accounts 2021, page 168 <a href="#">Labour and Human Rights policy</a>
<b>GRI 409: Forced or compulsory labor</b>	<b>Forced or compulsory labor</b>	
	103-2 The management approach and its components	<a href="#">Labour and Human Rights policy</a> <a href="#">Code of Ethics</a> <a href="#">Modern Slavery Act Statement</a>
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 168
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report & Accounts 2021, page 168 <a href="#">Labour and Human Rights policy</a>
<b>GRI 411: Rights of Indigenous Peoples</b>	<b>Rights of Indigenous Peoples</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, page 168
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 168
	411-1 Incidents of violations involving rights of indigenous peoples	Annual Report & Accounts 2021, page 168 ESG Databook, pages 17-20 of this index
<b>GRI 412: Human rights assessment</b>	<b>Human rights assessment</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 75, 168
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 75, 168
	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	Annual Report & Accounts 2021, page 75 ESG Databook, pages 17-20 of this index
	412-3 Significant investment agreements	Annual Report & Accounts 2021, page 75



GRI Standard	Disclosure	Our response and where to find it
	and contracts that include human rights clauses or that underwent human rights screening	
<b>GRI 413: Local communities</b>	<b>Local communities</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 92-94 <a href="#">Modern Slavery Act Statement</a>
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 92-94
	413-1 Operations with local community engagement, impact assessments, and development programs	Annual Report & Accounts 2021, pages 92-94
	413-2 Operations with significant actual and potential negative impacts on local communities	Annual Report & Accounts 2021, pages 92-94 <a href="#">Modern Slavery Act Statement</a>
<b>GRI 414: Supplier social assessment</b>	<b>Supplier social assessment</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, page 169
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 169
	414-1 New suppliers that were screened using social criteria	Our regional procurement teams carry out 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.
<b>GRI 415: Public policy</b>	<b>Public policy</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, page 168
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 168
	415-01 Political contributions	Annual Report & Accounts 2021, page 165

GRI Standard	Disclosure	Our response and where to find it
<b>GRI 417: Marketing and labeling</b>	<b>Marketing and labeling</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, pages 80-85
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, pages 80-85
	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	Annual Report & Accounts 2021, page 168
	417-3 Incidents of non-compliance concerning marketing communications	Annual Report & Accounts 2021, pages 80-85
<b>GRI 418: Customer privacy</b>	<b>Customer privacy</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, page 169
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 169
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Annual Report & Accounts 2021, page 168
<b>GRI 419: Socioeconomic compliance</b>	<b>Socioeconomic compliance</b>	
	103-2 The management approach and its components	Annual Report & Accounts 2021, page 168
	103-3 Evaluation of the management approach	Annual Report & Accounts 2021, page 168
	419-1 Non-compliance with laws and regulations in the social and economic area	Annual Report & Accounts 2021, page 168



## 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 sector-specific standard for the professional & commercial services industries.

SASB metric	Accounting Metric	Where to find it	SASB metric	Accounting Metric	Where to find it
<b>Data Security</b>			<b>Professional Integrity</b>		
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Annual Report & Accounts 2021, page 169	SV-PS-330a.3	Employee engagement as a percentage	Annual Report & Accounts 2021, page 74 ESG Databook, page 19 of this index
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Annual Report & Accounts 2021, page 169	SV-PS-510a.1	Description of approach to ensuring professional integrity	Annual Report & Accounts 2021, page 168
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	Annual Report & Accounts 2021, page 169	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Annual Report & Accounts 2021, page 168
<b>Workforce Diversity &amp; Engagement</b>			<b>Activity Metric</b>		
SV-PS-330a.1 P	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	ESG Databook, page 18 of this index <b>Note:</b> Racial/Ethnic group relating to all other employees not available. 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.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract type	ESG Databook, page 18 of this index <b>Note:</b> split by contract type not available. 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.2	(1) Voluntary and (2) involuntary turnover rate for employees	Annual Report & Accounts 2021, page 74 <b>Note:</b> 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-000.B	Employee hours worked, percentage billable	For the year ending 31 December 2021: Total hours worked 48,321,371 Percentage billable 82% (Based on direct operational headcount employees delivering Assurance and Inspection services. Not applicable for Testing and Certification teams.)





## ESG Databook

	2019	2020	2021	Target
<b>Doing Business the Right Way</b>				
<b>Compliance and Integrity</b>				
Code of Ethics reports to helplines: Total reports of non-compliance with the Code made to our hotline <sup>1</sup>	168	97	<b>112</b>	
Code of Ethics investigations: Total number of substantiated reports that required remedial action	40	27	<b>19</b>	
Percentage of employees trained on the Code of Ethics <sup>2</sup>	94	96	<b>94</b>	100
% of eligible employees				
Number of confirmed incidents identified through our hotline where employees were disciplined or dismissed due to non-compliance with our anti-corruption policy		6	<b>5</b>	
<b>Human rights</b>				
Discrimination	0	0	<b>0</b>	
Total number of proven incidents of discrimination, and actions taken				
Indigenous people's rights	0	0	<b>0</b>	
Total number of violations of the rights of indigenous people, and actions taken				
Human rights grievances	0	0	<b>0</b>	
Number of grievances identified through helplines <sup>1</sup> related to human rights				
Percentage of employees trained on our human rights principles <sup>2</sup>	94	96	<b>94</b>	100
As a % of eligible employees				
<b>Public policy</b>				
Contributions to local, regional or national political campaigns/ organizations/candidates (in GBP)	0	0	<b>0</b>	
<b>Customer relationship management</b>				
Number of NPS interviews per month	7,000	6,000	<b>6,000</b>	>=6,000

	2019	2020	2021	Target
<b>Information security and data privacy</b>				
Number of complaints received from outside parties and substantiated by the organization		0	<b>0</b>	
# of complaints reported through our centralised system				
Substantiated complaints concerning breaches of data customer policy		0	<b>0</b>	
# of complaints reported through our centralised system				
Completion rate of data protection and privacy e-learning	85	98	<b>72</b>	
As a % of people invited to the e-learning				
<b>Operational Health and Safety</b>				
Total Recordable Incident Rate (TRIR)	0.61	0.4	<b>0.51</b>	<0.5
Occurrences per 200,000 hours worked				
TRIR reduced	13	43	<b>27</b>	
As a % against a 2017 baseline				
Number of recordable incidents <sup>3</sup> (# of incidents)	280	173	<b>221</b>	
Number of hazard observations <sup>4</sup> (# of hazard observations)	14,610	13,279	<b>19,172</b>	
Number of near misses <sup>5</sup> (# of near misses)	2,491	2,852	<b>3,044</b>	

1. The Group has a whistleblowing process, which includes a global hotline system enabling all employees, contractors, suppliers and others to confidentially report suspected misconduct or breaches of the Code of Ethics.
2. Our Code of Ethics training aims to educate all employees about potential integrity issues, including human rights, bribery, corruption, non-discrimination and employee relations.
3. Number of Lost Time incidents and Medical Treatment Incidents and Fatalities
4. Identifying and reporting of unsafe conditions that may endanger people, equipment or the environment.
5. An undesired event, which was avoided by circumstance, and did not result in injury or loss.



	2019	2020	2021	Target
<b>Talent management and equal opportunities</b>				
Number of employees	45,653	43,769	<b>44,063</b>	
# of employees				
Employees by gender (female)	37	34	<b>36</b>	
% of people by gender				
Employees by gender (male)	63	66	<b>64</b>	
% of people by gender				
Employees by age – Under 29 years old		26.2	<b>24.3</b>	
% of people by ranges of age				
Employees by age – Between 30 and 39 years old		36.0	<b>37.0</b>	
% of people by ranges of age				
Employees by age – Between 40 and 49 years old		20.0	<b>21.5</b>	
% of people by ranges of age				
Employees by age – Between 50 and 59 years old		12.0	<b>11.8</b>	
% of people by ranges of age				
Employees by age – 60 and over 60 years old		6.0	<b>5.3</b>	
% of people by ranges of age				
Employees by employment type – Full-time			<b>93.1</b>	
% of people by employment type				
Employees by employment type – Part-time			<b>6.9</b>	
% of people by employment type				
Intertek Group plc Board of Directors by gender – Female	3	4	<b>3</b>	
# of people by gender				
Intertek Group plc Board of Directors by gender – Male	7	7	<b>6</b>	
# of people by gender				
Intertek Group plc Board of Directors by age group - Between 30-39 years old	10	0	<b>0</b>	
% of people by ranges of age				
Intertek Group plc Board of Directors by age group - Between 40-49 years old	0	10	<b>11</b>	
% of people by ranges of age				
Intertek Group plc Board of Directors by age group - Between 50-59 years old	50	10	<b>0</b>	
% of people by ranges of age				

	2019	2020	2021	Target
Intertek Group plc Board of Directors by age group - 60 and over 60 years old	40	80	<b>89</b>	
% of people by ranges of age				
Intertek Group plc Board of Directors by ethnicity - White	9	9	<b>8</b>	
# of people by ethnicity				
Intertek Group plc Board of Directors by ethnicity - Asian	1	1	<b>1</b>	
# of people by ethnicity				
Intertek Group plc senior management by gender – Female	20.7	23.3	<b>23</b>	30% by 2025
% of people by gender				
Intertek Group plc senior management by gender – Male	79.3	76.7	<b>77</b>	
% of people by gender				
Top 10 countries of origin – senior management <sup>1</sup>				
UK		20	<b>16</b>	
US		19	<b>22</b>	
India		11	<b>10</b>	
Germany		6	<b>4</b>	
China		5	<b>4</b>	
Hong Kong		4	<b>4</b>	
Canada		3	<b>3</b>	
France		3	<b>2</b>	
Australia		3	<b>6</b>	
Vietnam		3	<b>3</b>	
Intertek Group plc senior management <sup>1</sup> nationalities		34	<b>48</b>	
# of nationalities				
Collective bargaining <sup>2</sup>		33	<b>33</b>	
As a % of employees				

1. Senior management as defined by the FTSE Women Leader Review. This comprises the CEO-2 employees.
2. Employees that are represented by independent trade unions or employee representative bodies.



	2019	2020	2021	Target
<b>Learning and development</b>				
Total e-learning training hours		216,000	<b>282,600</b>	
# of hours completed through our Learning Management Systems				
Performance reviews	100	100	<b>100</b>	
As a % of employees offered, as a minimum, yearly discussions on growth and development				
<b>Talent attraction and retention</b>				
Intertek ATIC Engagement Index		89	<b>79.9</b>	90
As score out of 100				
Employee voluntary turnover	13.8	8.7	<b>13.0</b>	<15
% of permanent employees				
New hires (female)			<b>37.06</b>	
% of each category				
New hires (male)			<b>62.94</b>	
% of each category				
Employees by tenure – 0 to 5 years’ service			<b>59.6</b>	
% of people by length of service				
Employees by tenure – 6 to 10 years’ service			<b>19.1</b>	
% of people by length of service				
Employees by tenure – 11 to 20 years’ service			<b>16</b>	
% of people by length of service				
Employees by tenure – Over 20 years’ service			<b>5.2</b>	
% of people by length of service				

	2019	2020	2021	Target
<b>Community</b>				
Total community projects			<b>74</b>	
# of projects				
Empowerment projects			<b>37</b>	
Number of projects				
Education projects			<b>13</b>	
Number of projects				
Environmental projects			<b>24</b>	
Number of projects				



	2019	2020	2021	Target
<b>Environment – energy efficiency</b>				
Total energy use by source (Total energy consumption by source in MWh)	333,547	368,000	<b>353,515</b>	
Standard electricity <sup>1</sup> (MWh)	263,676	253,849	<b>247,741</b>	
Renewable electricity <sup>2</sup> (MWh)	Not reported	7,487	<b>11,410</b>	
Vehicle fuels energy (MWh)	Not reported	40,146	<b>30,710</b>	
Non-transport fuels energy (natural gas) (MWh)	69,871	66,518	<b>63,654</b>	

1. Standard electricity bought from a non-renewable tariff.
2. Renewable electricity sourced through self-generation, renewable tariffs and energy attribute certificates.
3. Emissions from activities for operations which Intertek owns or controls including the combustion of fuel and operation of facilities.
4. Emissions from the purchase of electricity, heat and steam for our use.
5. Employee Commuting emissions were 74,332 (reported for year ending 31 December 2019) vs 67,096 (restated for year ending 31 December 2020) as a result of increased attention to detail and diligence in the data collection process.
6. Intensity ratios are based on the total of Scope 1, Scope 2 (market-based) and Scope 3 Fuel- and Energy-Related Activities.

	2019	2020	2021	Target
<b>Environment – GHG emissions</b>				
Total CO2e emissions (market-based) <sup>3,4,5</sup> (CO2e tonnes)	273,764	267,111	<b>231,716</b>	
Scope 1 emissions <sup>3</sup> (CO2e tonnes)	64,951	63,125	<b>59,952</b>	
Scope 2 emissions (market-based) <sup>4</sup> (CO2e tonnes)	132,458	125,352	<b>122,147</b>	
Scope 3 Business travel (Air travel) emissions (CO2e tonnes)		12,245	<b>5,771</b>	
Scope 3 Employee Commuting emissions (CO2e tonnes)	67,096 <sup>5</sup>	59,145	<b>36,777</b>	
Scope 3 Energy-related activities not included in Scope 1 or Scope 2 emissions (CO2e tonnes)	7,688	7,245	<b>7,068</b>	
Total CO2e emissions (location-based) (CO2e tonnes)	268,428	264,626	<b>231,605</b>	
Scope 2 emissions (location-based) (CO2e tonnes)	128,693	122,866	<b>122,036</b>	
Operational emissions <sup>6</sup> carbon intensity (people) (CO2e tonnes/Average headcount)	4.62	4.34	<b>4.35</b>	
Operational emissions carbon intensity (revenue) on constant currency basis <sup>6</sup> (CO2e tonnes/GBP million)		71.39	<b>67.90</b>	