



INTERTEK'S
GENDER PAY
REPORT IN 2017

INTRODUCTION

Our 43,000 global Total Quality Assurance experts work passionately to ‘Bring Quality and Safety to Life’.

Daily, they contribute to the success of our customers’ products, services and operations and help us to succeed in our Vision of being “The World’s Most Trusted Partner for Quality Assurance”.



Our people are at the heart of everything we do to provide our clients with our Total Quality Assurance value proposition in each of our operations throughout the world. Our People Strategy has been developed to engage and inspire our colleagues, ensure they have the frameworks in place for them to succeed in a safe working environment, and ultimately help them feel proud to work for Intertek and the clients we serve.

We welcome the UK Government’s commitment to provide greater transparency on the subject of gender pay.

Fairness in our pay practices including equal pay for equal work is fundamental to our Values and our remuneration principles. We believe that the level of focus on the UK gender pay gap created by the legislation is a positive step forward.

We still have some way to go in improving our gender balance and pay gap, principally through increasing the number of women in senior roles.

We are putting measures in place to attract talented people from all backgrounds and create opportunities for all our employees to progress and develop their careers at Intertek.



A handwritten signature in black ink, appearing to read 'Alacroix'.

André Lacroix
Chief Executive Officer

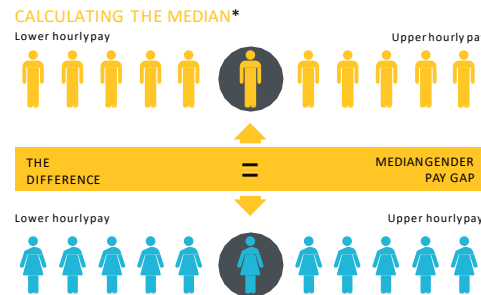
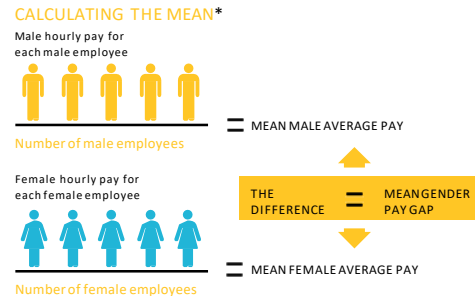
WHAT IS THE GENDER PAY GAP?

The gender pay gap reporting requirements came into effect on 6 April 2017 and require UK domiciled employers with over 250 employees in a legal entity to publish data relating to their UK employee pay. Gender pay gap reporting is part of the UK Government's strategy to reduce the gender pay gap in a generation.

The metrics required under the amendment to the Equality Act 2010 are the mean pay gap and mean bonus gap as well as the percentages of men and women receiving bonuses and a summary of the Group's pay structure segmented by gender. By providing the mean and median pay gaps we can illustrate the different aspects of distribution of pay across our business.

The mean is calculated by adding all hourly salaries of men employed and dividing them by the total number of men employed. The equivalent is also calculated for women employed and the resulting gap is the percentage difference between the average male and female hourly pay figures.

For calculating the median gender pay gap, we identify the hourly pay for the middle (or median) male and female employee, when ranked from the lowest to the highest by pay. The resulting gap is the percentage difference between midpoints in the male and female hourly pay.



*Hourly salaries include all cash pay (excluding overtime) in April 2017 and all bonuses received in the previous 12 months for full pay relevant/eligible employees.

Gender Pay Gap and Equal Pay

The gender pay gap measures the difference between the pay and bonus of men and women across an organisation irrespective of role and level of seniority. This is different to equal pay, which is the legal requirement to pay the same to men and women who are doing equal work.

At Intertek, men and women are paid equally for doing equivalent roles.

WHAT ARE WE REPORTING?

Under the new legislation, UK employers with more than 250 employees are required to publish their gender pay gap. Per the statutory requirements, we are reporting on ITS Testing Services Limited which employs over 250 employees. However, in embracing the spirit of the legislation, we have chosen to additionally report in this document on the whole of Intertek UK, which includes our global head office and other legal entities which individually employ less than 250 employees.

EMPLOYEES IN THE UK

Male/Female split



OUR RESULTS

The legislation requires that we disclose all entities with over 250 employees. In the spirit of embracing the legislation, we are reporting here on the whole of Intertek UK (16 legal entities), in addition to ITS Testing Services UK LTD, which is our only UK legal entity that employs over 250 employees.

INTERTEK UK

Representing all employees employed by Intertek in the UK

Across Intertek UK, the mean pay gap is 22% and the median pay gap is 18%, reflecting a higher proportion of men in more senior level positions.

The mean bonus gap of 82% is reflective of the most senior positions in the company being primarily held by men.

The median bonus gap is 9%. We have a standardised approach to bonuses in line with Group policy which removes the potential for gender bias. Additionally, across Intertek UK there is equal bonus eligibility. 45% of male and 55% of the female populations received a bonus.

Our Intertek UK quartile data demonstrates we have a larger proportion of females in the lower quartiles to men, which is highlighted by the median pay gap of 18%.

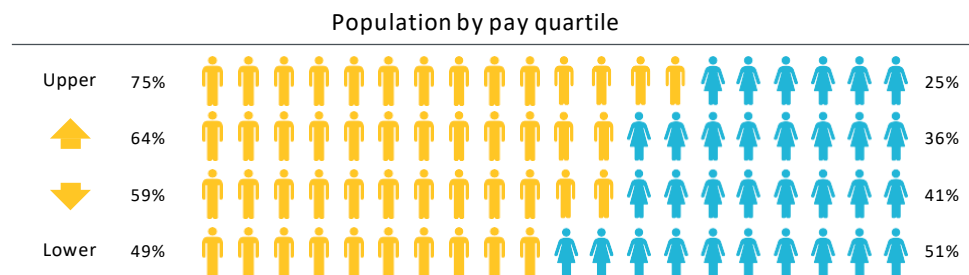
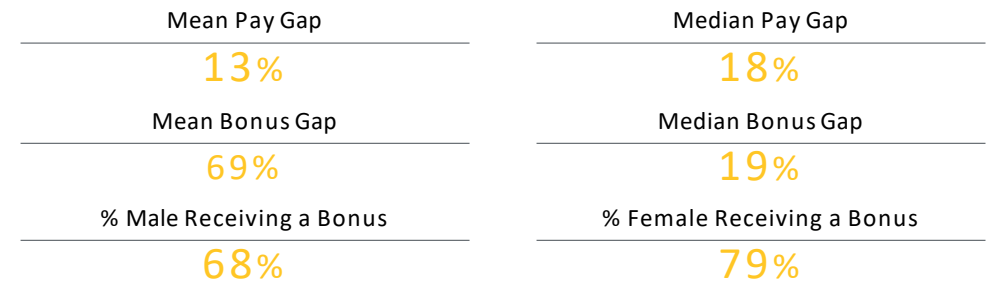
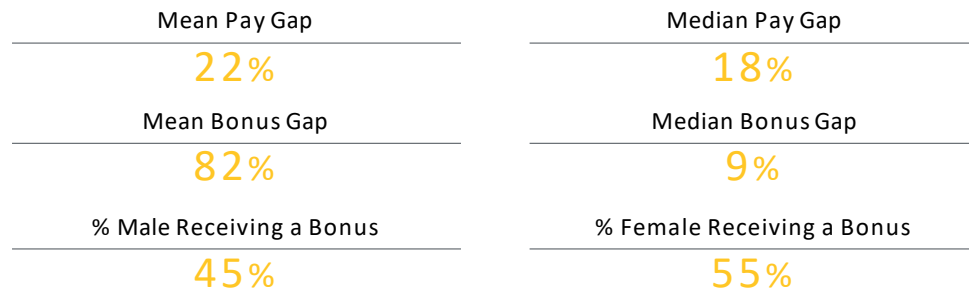
ITS TESTING SERVICES UK LTD

Representing Intertek's UK legal entity that employs over 250 employees.

Within ITS Testing Services UK Ltd (ITS), the mean pay gap is 13% and the median pay gap is 18%, reflecting a higher proportion of men in more senior level positions.

The mean bonus gap is 69% and the median bonus gap is 19%. The proportion of women receiving a bonus is 79% vs. 68% for men.

Our ITS quartile data demonstrates we have a larger proportion of females in the lower quartiles to men.



OUR RESULTS IN CONTEXT

To contextualise our results we have benchmarked our gender pay metrics versus a comparator group made up of the FTSE 100, the FTSE Support Services and the Big 4.

As can be seen from the charts opposite, Intertek UK has a mean pay gap of 22% which is broadly in line with this comparator group.

At Intertek, we have a standardised approach to bonuses based purely on team financial targets. This removes the potential for gender bias and ensures fair and consistent application of eligibility of bonus irrespective of gender.

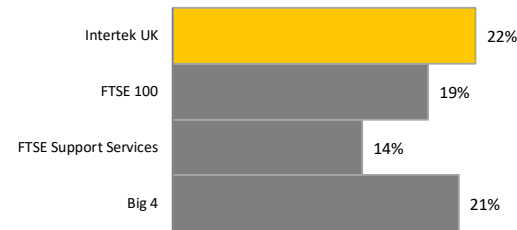
However, whilst we have a good distribution of women in our business (39% of the total UK population) the make-up of our business, with more men at senior levels means our average male bonus is higher than our average female bonus.

Our median bonus gap for the UK is 9%, which compares favourably to the comparators.

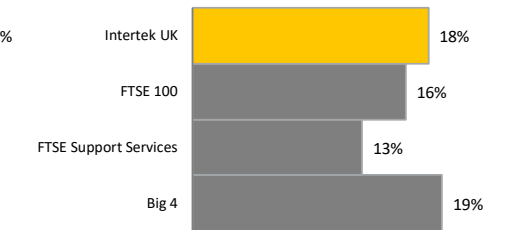
In line with the bonus policy outlined above, there is consistency on eligibility of the bonus award.



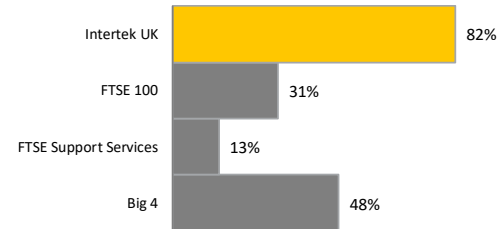
MEAN GENDER PAY GAP



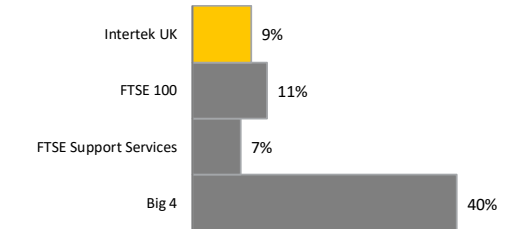
MEDIAN GENDER PAY GAP



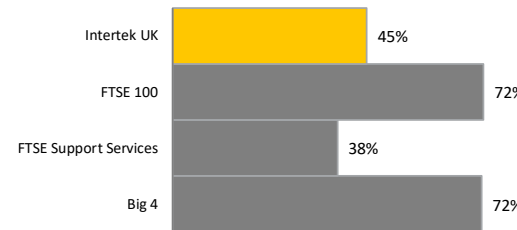
MEAN BONUS GAP



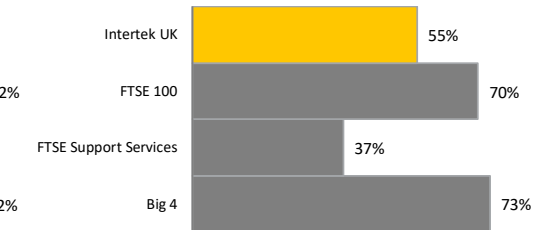
MEDIAN BONUS GAP



% MALES RECEIVING A BONUS



% FEMALES RECEIVING A BONUS



This analysis has been prepared by Intertek on the basis of publicly available information. It is a composite of data submitted to the UK government's reporting platform as at 5 April 2018 and has been subject to interpretation by Intertek. Intertek is providing comparative information for:

FTSE100: An index of the 100 most highly capitalised companies traded on the London Stock Exchange.

FTSE350 Support Services: An index of all stocks designed to measure the performance of the support services sector of the FTSE350 Index.

Big 4: a group of leading assurance & professional service companies consisting of PwC, Ernst & Young, Deloitte and KPMG.

Intertek is a constituent of the FTSE 100 and the FTSE Support Services indices. Other than in respect of Intertek's own data, the comparative information provided by Intertek is for information purposes only, should not be relied upon for any purpose and Intertek assumes no liability or responsibility for it.

OUR COMMITMENT TO REDUCING THE GENDER PAY GAP AT INTERTEK

For 130 years, we have been driven by our core purpose of 'Bringing Quality and Safety to Life' and today we continue to be guided by our Values:

- We are a global family that values diversity.
- We always do the right thing. With precision, pace and passion.
- We trust each other and have fun winning together.
- We own and shape our future.
- We create sustainable growth. For all.

Our Vision is "To be the World's Most Trusted Partner for Quality Assurance".

Our Company strategy, our Values and our Vision inform our People Strategy which aims at "Energising our colleagues to take the Company to new heights".

As 'a global family that values diversity', we believe that reducing the gender pay gap is the right thing to do.

We recognise that our gender pay gap exists because today at the senior levels of the business we have more men than women. We believe to reduce the gap we will need to nurture and develop women at all levels, not just in the UK, but throughout our business worldwide.

In order to put particular emphasis on the development and growth of women in our workforce we have put in place measures which we will further strengthen going forward:

- We commit to providing an energising workplace free of any gender bias and where any employee can flourish based on their talent and effort.
- We insist that shortlists of candidates for any external hire have a balance of gender diversity.
- We continue to commit to providing flexible work opportunities in roles which can accommodate this.
- We will provide mentorship to talented women so we can address the gap in gender numbers at senior levels.


We know that for us to be the most trusted Total Quality Assurance Partner to our clients, it is vital that our workforce represents the best available talent, reflects the communities in which we operate and be free of gender or other biases.


We are committed to achieving this.



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Total Quality. Assured.