



intertek



# INTERTEK'S GENDER PAY REPORT IN 2019





# INTRODUCTION

## FROM OUR CEO

### We are Born to Make the World Ever Better

At Intertek, we have a very clear purpose to make the world a better, safer and more sustainable place for all. It shapes everything we do and how we do it. We believe in making the world Ever Better together.



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 increased legislation is a positive step forward.

People are at the heart of everything we do and our People Strategy has been developed to engage and inspire our colleagues, ensure they have the frameworks in place for them to succeed in safe working environments around the world, and ultimately help them feel proud to work for Intertek and the clients we serve.

At the time of our last report, we talked about the measures we were putting in place to attract and retain talented people and true to our Ever Better approach we continue to progress with these initiatives across the organisation.

We know we have still have some way to go in addressing the balance of women in senior roles, and at the end of this report, we outline in more detail our results and the further plans we have in place to ensure all colleagues can fulfil their potential at Intertek.



**André Lacroix**  
Chief Executive Officer





# PASSIONATE ABOUT OUR PURPOSE

**For more than 130 years, Intertek has been a purpose-led business.**

Today, that purpose is to make the world a better, safer and more sustainable place for all. Now, and for future generations.

This informs everything we do and how we do it. In our work, we help corporations address the complex quality, safety and sustainability challenges they face.

But our approach does far more than help businesses resolve the emerging risks in an ever-more complex world. By bringing quality, safety and sustainability to life, it also helps to safeguard the legacy that we will all leave to the next generation.

This is what drives every one of our global network of 46,000 colleagues in the work they do every day, from testing toys to inspecting power stations, certifying vaccines to providing end-to-end quality assurance.



## Intertek Purpose, Mission, Vision and Values

### Our Purpose

Bringing quality, safety and sustainability to life.

### Our Mission

To. 24/7.. exceed our customers' expectations with innovative and bespoke Assurance, Testing, Inspection and Certification services for their operations and supply chain. Globally

### Our Vision

To be the world's most trusted partner for Quality Assurance.

### 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.



# 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 and median pay gap, the mean and median bonus gap, the percentage of men and women receiving bonuses and the proportion of males and females in each quartile pay band. 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.

## CALCULATING THE MEAN\*

Male hourly pay for each male employee



Number of male employees

= MEAN MALE AVERAGE PAY

Female hourly pay for each female employee



Number of female employees

= MEAN FEMALE AVERAGE PAY

THE DIFFERENCE = MEAN GENDER PAY GAP

## CALCULATING THE MEDIAN\*

Lower hourly pay



Upper hourly pay

THE DIFFERENCE

= MEDIUM GENDER PAY GAP

Lower hourly pay



Upper hourly pay

\*Hourly salaries include all cash pay (excluding overtime) in April 2019 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 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 (UK) Limited which is the only legal entity in the UK which employs over 250 employees. ITS employs 69% of our UK workforce. As in our previous report, we have gone beyond statutory requirements by including in this document results on 100% 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, in addition to ITS Testing Services (UK) Limited

## INTERTEK UK

### Representing all employees employed by Intertek in the UK

Across Intertek UK, the mean pay gap is 25% and the median pay gap is 21%, reflecting a higher proportion of men in more senior level positions.

The mean bonus gap is 84%. While this gap remains significant, it is reflective of the most senior positions in the Company being primarily held by men.

There is a small median bonus gap of 3% for employees of Intertek UK. This was largely due to our 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. 59% of male and 64% 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 21%.

Mean Pay Gap	25%	Median Pay Gap	21%
Mean Bonus Gap	84%	Median Bonus Gap	3%
% Male Receiving a Bonus	59%	% Female Receiving a Bonus	64%



## ITS TESTING SERVICES (UK) Limited (ITS)

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

Within ITS, the mean pay gap is 20% and the median pay gap is 19%. Again, these gaps reflect a higher proportion of men in more senior level positions.

The mean bonus gap is 79%. The median bonus gap is 17%, and the proportion of women receiving a bonus is 60% vs. 54% for men.

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

Mean Pay Gap	20%	Median Pay Gap	19%
Mean Bonus Gap	79%	Median Bonus Gap	17%
% Male Receiving a Bonus	54%	% Female Receiving a Bonus	60%





# OUR RESULTS IN COMPARISON

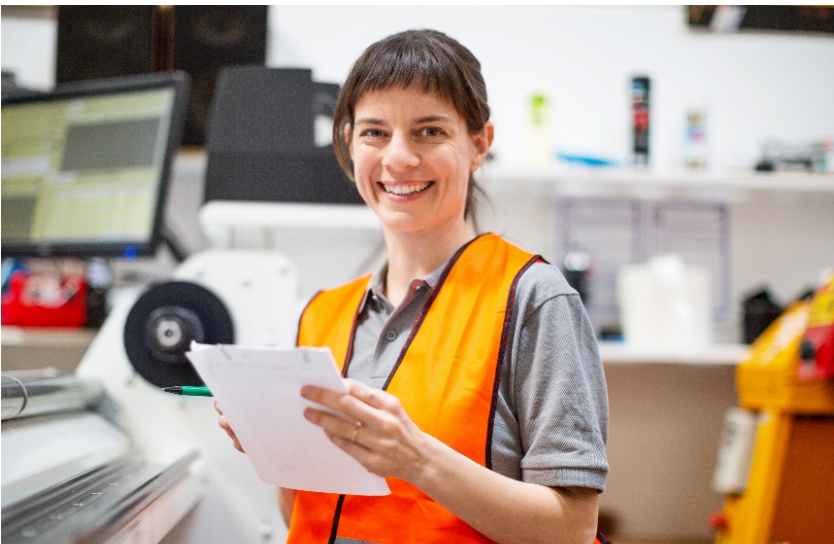
To contextualise our results we have benchmarked our gender pay metrics versus a comparator group made up of the FTSE 100 and the Big 4 results with Intertek results from the prior reporting year.

As can be seen from the charts opposite, Intertek UK has a mean pay gap of 25% which is slightly behind the comparator group.

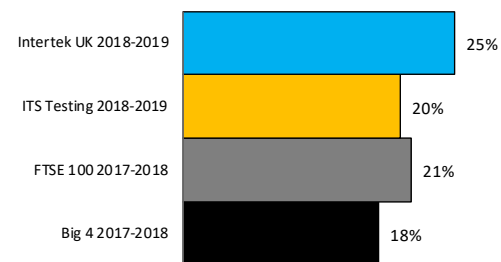
At Intertek, we have a standardised approach to bonuses based purely on team financial targets. This removes the potential for gender bias and ensures fair and consistent application of eligibility of bonus irrespective of gender.

However, whilst we have a good distribution of women in our business (37% vs. 38% last year 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.

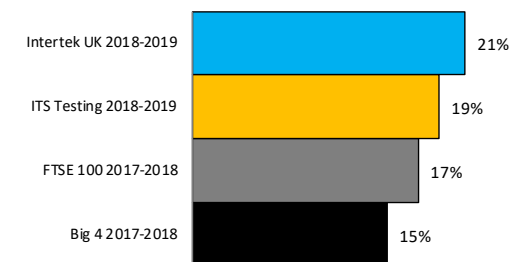
There is a very small median bonus gap at 3% for Intertek UK employees, which compares favourably to the comparator group due to the consistency on eligibility of the bonus award.



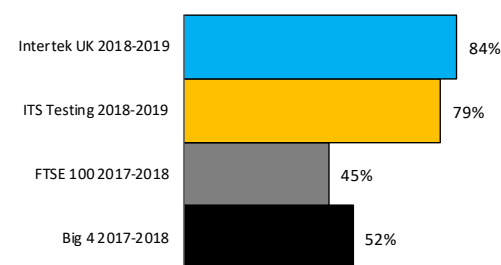
MEAN GENDER PAY GAP



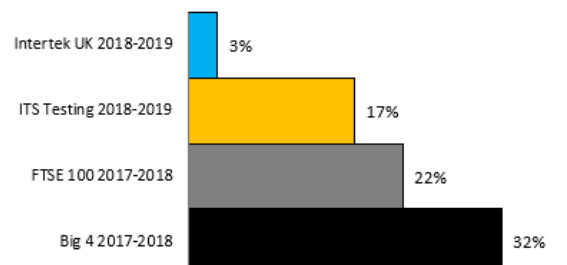
MEDIAN GENDER PAY GAP



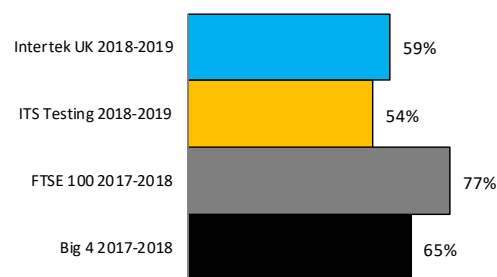
MEAN BONUS GAP



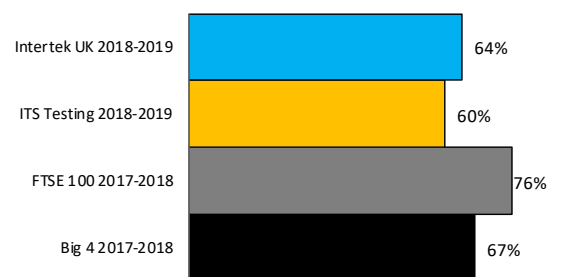
MEDIAN BONUS GAP



% 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 Q1 2019 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.

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.

# MAKING THE WORLD EVER BETTER TOGETHER

Intertek has been a force for good for 130 years 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”.

We recognise that our gender pay gap exists because today, at the senior levels of the business, we have more men than women and have a higher turnover of women than men across the organisation. We know that to reduce the gap we need to continue to focus on delivering a strategy to drive positive change.



This is not a shift that will happen immediately, but over time with consistent organisational focus, not just in the UK but throughout our business worldwide. We are determined to develop and retain more women in senior roles.

We commit to providing an energising workplace free of any gender bias and where any employee can flourish based on their talent and effort. Whilst this report focuses on the whole of the UK workforce, which represents 5% of our Global workforce, we have taken several steps toward the continued growth and development of women in our workforce.

## In the UK, we have put in place several measures that continue to be rolled out in 2020:

- **Enhancing key benefits:** Effective 1<sup>st</sup> April 2020, Intertek UK launched its revised and enhanced maternity leave policy – significantly increasing benefits designed to support those on adoption or maternity leave.
- **Support and Focus on Employee Wellbeing:** In 2019, a comprehensive Wellbeing offering “Ever Better Me” was offered to all UK colleagues, enabling and promoting balance, financial and physical wellness and support for all.
- **Investing in Development:** New programmes in Leadership and Management, Coaching and the introduction of career pathways, continue to enable development for all colleagues.
- **Focus and Responsiveness:** We are now reviewing our Gender Pay results on a monthly basis to enable us to evaluate our measures.

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.





# MAKING THE WORLD EVER BETTER TOGETHER

As a global company we embrace diversity in all forms and have many inspirational role models across all parts of our business. Some of our Experts were willing to share their personal experiences at Intertek.



**Thejaswi Parari**

SL Operations Manager, Intertek UK&IRE

"Since joining Intertek in 2017 I have had the opportunity to work with inspirational individuals and fantastic teams. I have been encouraged and supported throughout my profession and personal journey by the senior team and am excited for the future as the business grows and evolves."



**Angie Muñoz**

Marketing Manager, Peru

"Beyond a company, Intertek is my home; I have felt this way since I arrived in 2012 at the age of 19. I have grown here both professionally and personally, and am happy to face new challenges and doing what I enjoy, showing the world what we do daily: Bringing quality, safety and sustainability to life."



**Sammi Chui**

Senior Technical Manager of Softlines, Hong Kong

"With face masks in short supply, local garment suppliers have been looking for alternative solutions using new fabric materials. I'm proud to be part of the team providing technical advice on the chemical & microbiocidal tests of these masks."



**Caitlin Connell**

Global Marketing Manager  
Business Assurance & Food Services

"Since joining in 2014, I have had the wonderful opportunity to learn from a team of leaders who make a real difference in the world through the work we do at Intertek. I have grown on both a professional and personal level and am constantly motivated and inspired to be part of this incredible team."



**Vivian He**

Supervisor, GB Lab, Softlines, China

"The domestic business team in China has helped facilitate the China Metrology Accreditation for Intertek surgical mask testing capabilities against 6 GB standards. Through our team's hard work, Intertek China was able to obtain the accreditation in just two weeks following application."



**Simona Romanoschi**

Sr Director, Business Assurance Innovation

"Through our wide range of operational and corporate services, we are able to support our clients to meet challenges in their complex organisations and meaningfully demonstrate their commitment to sustainability."



**Elena Ruffino**

General Manager, SL&HL Italy and France

"I joined Intertek in 2011 as GM of a small operation near Florence. Since the beginning I had the opportunity to work with a strong team full of fantastic people. I think that if you want to develop talents and work with great people this is the right company."



**Ali Knapp**

President, Wisetail, wisetail.com

"At Wisetail we help organisations build a culture of shared ownership and purpose. When companies think about scaling their culture and growing their people, we want them to think of Intertek Wisetail."



**Christina Law**

President, Global SL&HL

"I joined in 1989 and have grown with the company to witness how we become Ever Better Together. I have held various roles in Finance, IT and Business Management and am thankful for the many colleagues and people I have met – their inspirations, courage, leadership, grit and passion. Today, I lead Global Softlines and Hardlines with pride and I am ready to take the businesses to new heights."



**Ludmila Khorshed**

Manager, Total Quality Management, Bangladesh

"My journey at Intertek started in 2008 as a graduate. Intertek has supported me in gaining professional qualifications, exposed me to exciting projects and provided me opportunities to take up increasingly advanced responsibilities. Intertek is a family of many talented, inspiring, energetic people from different backgrounds where you can learn and grow."



**Hannah Gibson**

Head of Sales - Electrical & Wireless, UK

"All around the organisation there are people you can learn from to build new skills and to progress through the business. I am proud to work for a business that really matters and adds value to people and organisations across the globe. The possibilities here are endless."



**Winnie Yang**

Account Manager, THD Team, Inspection, China

"Due to coronavirus, the Green Initiative team was not able to conduct on-site audits after the Chinese New Year. Instead, we applied our innovative spirit to provide a remote document review service for clients to help keep our clients on track."



**Dorothy Lau**

Director of Toys & Hardlines, Hong Kong

"We've been working closely with 22 schools in Hong Kong to support them in the maintenance of H&S. Hosting in-depth tele-meetings with the teaching and H&S teams daily, we will help to ensure a smooth re-opening at the end of April."



**Nusrat Sharmin**

Lab Officer - Analytical Lab, Bangladesh

"The health and safety of our people and customers is our number one priority and in response to the spread of coronavirus, our Analytical lab stepped up to produce hand sanitizer following the guidelines by WHO to distribute among our employees and their families. Our Textile Lab also formed a team of volunteers to produce hand-made masks for all our colleagues."



**Betty Shao**

Director of Strategy & Innovation,  
Government & Trade Services

"While I am relatively new to the Intertek family, I have been incredibly impressed with the calibre of people here and their strong commitment to driving the business. The focus and energy of my team motivates me to strive for "ever better" every day in order to contribute to Intertek's continued success."



---

Intertek  
33 Cavendish Square  
London  
W1G0PS  
UK

---



+44 20 7396 3400



[investor@intertek.com](mailto:investor@intertek.com)

---



[intertek.com](https://www.intertek.com)

**intertek**  
Total Quality. Assured.