

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.

The 2023 Intertek Sustainability 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.

We are pleased to share our Annual Report & Accounts in a unique, three-book format:

Book one – Strategic Report

Book two – Sustainability Report

Book three – Financial Report

These separate, but connected books, with their interconnected themes and narratives, allow us to present what we achieved in 2023 in a systemic, end-to-end framework. They 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 society, and the opportunities we have ahead of us.





Our Sustainability Excellence strategy

Sustainability Excellence in every area of our operations

Our Purpose is bringing quality, safety and sustainability to life and our Sustainability Excellence strategy is fundamental to our business. We ensure we create positive impacts through the work we do for our clients and we make progress on our own sustainability agenda by engaging our colleagues in our ever better journey.

We do this through implementing detailed site-by-site action plans, accurate sustainability performance measurement and strong governance. We hold ourselves to account in line with our own TSA standards, international best practice, the expectations of our stakeholders and future regulations.





Intertek TSA Corporate Certification standards index

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

	Principles	Our response and where to find it
Quality & Safety		
1.1 – Own Operations	Continuous Improvement Process	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 2023, Book one, page 60
	Hazardous Materials Management	Intertek produces relatively small amounts of hazardous and non-hazardous waste compared to other industries. We operate a number of waste management programmes across our regions. These programmes are focused on connecting our sites to local opportunities for minimising how much waste we send to landfill and to increase recycling.
	Distribution and Logistics	Not a material topic for Intertek. We are constantly looking for new and innovative ways to effectively deliver our services.
1.2 – Products & Services	Product/Service Design	Annual Report & Accounts 2023, Book one, pages 16-25

	Principles	Our response and where to find it
	Life Cycle Environmental Impact	Not considered material to our business at this time.
	Customer Focus	Annual Report & Accounts 2023, Book two, pages 18-25
	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 2023, Book 1, pages 16-25
	Product Pricing	Across the many countries Intertek operates in, we are committed to acting and competing in a fair and open manner in the marketplace. As such, we strive to present the Company accurately and avoid marketing our services in a way that is misleading. Code of Ethics
	Chemical Management	See TSA 1.1 Hazardous Materials Management
	1.3 – Supply Chain	Procurement Policies & Responsible Sourcing
Supplier Engagement		Annual Report & Accounts 2023, Book two, page 42
Key Suppliers		Annual Report & Accounts 2023, Book two, page 42
1.4 – Innovation	Innovation and R & D Processes	Annual Report & Accounts 2023, Book one, pages 36-51
	Product & Service Innovation	Annual Report & Accounts 2023, Book one, pages 36-51



	Principles	Our response and where to find it
	Empowered Approach	Annual Report & Accounts 2023, Book two, pages 10-17
	Market Surveillance	Annual Report & Accounts 2023, Book two, pages 5-7
	Strategic Alignment	Annual Report & Accounts 2023, Book one, pages 16-25
	Senior Management Engagement	Annual Report & Accounts 2023, Book one, pages 6-15
People & Culture		
6.1 – Qualifications & Training	Competence to perform Job	Annual Report & Accounts 2023, Book two, pages 10-14
	Talent Attraction, Reward & Recognition	Annual Report & Accounts 2023, Book two, pages 11-13
6.2 – Employee Engagement	Skills Development & Assistance	Annual Report & Accounts 2023, Book two, page 13-14
	Senior Management Succession and Talent Planning	Annual Report & Accounts 2023, Book two, pages 12-14 and 62-63
6.3 – Human Rights	Respect for Human Rights	Annual Report & Accounts 2023, Book two, pages 40-41 Code of Ethics ESG Databook
	Labour Practices	Annual Report & Accounts 2023, Book two, pages 10-17 and 40 Code of Ethics Labour and Human Rights Policy
	Modern Slavery and Recruitment	Annual Report & Accounts 2023, Book two, page 40 Modern Slavery Act Statement
	Diversity	Annual Report & Accounts 2023, Book two, pages 14-17 ESG Databook
6.4 – Worker Health and Wellness	Employee Wellbeing	Annual Report & Accounts 2023, Book two, pages 10-11 ESG Databook
	Supplier Workplace Health & Safety	Annual Report & Accounts 2023, Book two, pages 10-11 and 42

	Principles	Our response and where to find it
	Healthy Working Environment	Annual Report & Accounts 2023, Book two, pages 10-11
Communities		
7.1 – Strategy	Corporate Strategy	Annual Report & Accounts 2023, Book one, pages 10-11
	Sustainability Strategy	Annual Report & Accounts 2023, Book two, pages 1-9 and 33
7.2 – Economic Productivity	Supporting Community Development – Operations	Annual Report & Accounts 2023, Book two, pages 33-39
	Employment Opportunities	Annual Report & Accounts 2023, Book two, pages 11 and 16-17
	Trade & Pricing	See TSA 1.2 Product Pricing
7.3 – Volunteerism	Support for Projects in Community	Annual Report & Accounts 2023, Book two, pages 33-39
	Investment of Time & Talent	Annual Report & Accounts 2023, Book two, pages 33-39 ESG Databook
7.4 – Education	Quality Education	Annual Report & Accounts 2023, Book two, pages 12-17
	Education on Sustainability	Annual Report & Accounts 2023, Book two, pages 12-17 https://www.intertek.com/assuris/
Governance		
8.1 – Board/ Independent Oversight	Accountability	Annual Report & Accounts 2023, Book two, pages 46-47,
	Governance structure	Annual Report & Accounts 2023, Book two, pages 46-47
	Diversity of Membership	Annual Report & Accounts 2023, Book two, pages 50-52
	Diversity and Inclusion	Annual Report & Accounts 2023, Book two, pages 14-17 and 69
8.2 – Stakeholder Engagement	Materiality Assessments	Annual Report & Accounts 2023, Book two, pages 5-9
	Prioritisation and Publication	Annual Report & Accounts 2023, Book two, pages 5-9
	Shareholder Relationship	Annual Report & Accounts 2023, Book two, page 61



	Principles	Our response and where to find it
	Customer Relationship	Annual Report & Accounts 2023, Book two, pages 18-25
	Openness	Annual Report & Accounts 2023, Book one, pages 24-25
	CSO Engagement	Annual Report & Accounts 2023, Book one, pages 24-25; Book two, pages 33-39
8.3 – Strategy & Executive Alignment	Leadership and Accountability	Annual Report & Accounts 2023, Book one, pages 6-15; Book two, pages 1-4
	Innovation and R & D	See TSA 1.4 Innovation
	Performance Management	Annual Report & Accounts 2023, Book one, pages 26-29
8.4 – Brand Reputation	Brand Heritage	Annual Report & Accounts 2023, Book one, pages 6-15
8.5 – Philanthropy	Community Service and Contributions	Annual Report & Accounts 2023, Book two, pages 33-39 ESG Databook
8.6 – Corporate Controls	Risk and Internal Control	Annual Report & Accounts 2023, Book two, pages 65 and 76
	Authorities Cascade	Annual Report & Accounts 2023, Book two, page 41
	Controls and Corrective Action Process	Annual Report & Accounts 2023, Book two, pages 41-42
8.7 – Fair Competition	Fair Competition Policy & Training	Code of Ethics
	Corrective Action Process	Code of Ethics
8.8 – Lobbying & Political Contributions	Lobbying & Political Contributions	Annual Report & Accounts 2023, Book two, pages 41 and 107
Risk Management		
2.1 – Risk Strategy	Risk Appetite	Annual Report & Accounts 2023, Book one, pages 52-57
2.2 – Risk Process Controls & Reporting	Risk Identification	Annual Report & Accounts 2023, Book one, pages 52-66
	Risk Assessment & Mitigation	Annual Report & Accounts 2023, Book one, pages 52-66; Book two, pages 65, 70-77
	Risk Register	Annual Report & Accounts 2023, Book one, page 52

	Principles	Our response and where to find it
	Reporting Procedures	Annual Report & Accounts 2023, Book two, pages 41-42 and 65
	Transparency	Annual Report & Accounts 2023, Book one, pages 52-57; Book two, pages 41-42 and 65
	External Communications & Disclosure	Annual Report & Accounts 2023, Book one, pages 52-57; Book two, pages 41-42 and 65
2.3 – Business Continuity & Disaster Recovery	Business Continuity & Disaster Recovery	Annual Report & Accounts 2023, Book one, pages 58-66; Book two, pages 42-43
	Business Impact Analysis	Annual Report & Accounts 2023, Book one, pages 52-57
2.4 – Insurance	Insurance	Intertek maintains appropriate insurance coverage to ensure the protection of the business and its assets, in addition to covering all legal insurance requirements.
Compliance		
4.1 – Ethics & Integrity	Compliance Programme	Annual Report & Accounts 2023, Book two, pages 40-43
	Anti-Bribery Policy	Intertek Anti-Bribery Policy
	Gifts and Hospitality Policy	Code of Ethics
	Charitable Donations Policy	Code of Ethics
	Lobbying & Political Donations Policy	See TSA 8.8 Lobbying & Political Contributions
	Senior Management Accountability & Ownership	Annual Report & Accounts 2023, Book two, pages 40-43
	Compliance Monitoring	Annual Report & Accounts 2023, Book two, pages 40-43
	Procurement Compliance Policies	Sustainable Procurement Policy
	Marketing & Ethical Advertising	Annual Report & Accounts 2023, Book two, pages 6-7
	Responsible Business Model	Annual Report & Accounts 2023, Book one, pages 16-25; Book two, pages 1-9, 40-43
	Voluntary Commitments Monitoring	Annual Report & Accounts 2023, Book two, pages 26-39
4.2 – Regulation Monitoring	Compliance with Laws & Regulations	Annual Report & Accounts 2023, Book two, pages 40-43



	Principles	Our response and where to find it
4.3 – Contract Management	Ethical Business Relationships	Annual Report & Accounts 2023, Book two, pages 40-43
4.4 – Verification	Compliance Programme Verification	Annual Report & Accounts 2023, Book two, pages 40-43
Financial		
9.1 – Financial Planning & Analysis	Long Term Strategic Planning & Alignment	Annual Report & Accounts 2023, Book one, pages 16-25
	Annual Budget Management & Control	Annual Report & Accounts 2023, Book two, page 57
	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.
9.2 – Treasury	Funding Management and Liquidity	Annual Report & Accounts 2023, Book one, pages 30-35
	Management and Control	Annual Report & Accounts 2023, Book one, pages 30-35
	Counterparty Risk and Security of Assets	Annual Report & Accounts 2023, Book one, pages 30-35
	Short-Term Investments	Annual Report & Accounts 2023, Book one, pages 30-35
	Trading	Annual Report & Accounts 2023, Book one, pages 30-35
	Foreign Exchange	Annual Report & Accounts 2023, Book one, pages 30-35
9.3 – Capital Allocation Management & Control	Strategic Alignment	Annual Report & Accounts 2023, Book one, pages 30-35
	Management & Control	Annual Report & Accounts 2023, Book one, pages 30-35
	Sustainable Investment	Annual Report & Accounts 2023, Book one, pages 30-35
	Internal Management & Control	Annual Report & Accounts 2023, Book two, page 65

	Principles	Our response and where to find it
9.4 – Internal Controls & Financial Audit Function	Internal Financial Audit	Annual Report & Accounts 2023, Book two, page 75
	Procurement Management & Control	Annual Report & Accounts 2023, Book two, page 42
	Tax Policies and Controls	Intertek Group Tax Strategy
9.5 – Audited Financial Results	Financial Accounting/Annual Report	Annual Report & Accounts 2023
	Financial Regulatory Reporting	Annual Report & Accounts 2023
	Disclosure	Our Results, Presentations and Announcements can be accessed on our website
Environment		
5.1 – Climate Change	Emissions	Annual Report & Accounts 2023, Book two, pages 26-29 ESG Databook
	Air Pollution	Annual Report & Accounts 2023, Book two, pages 26-29 ESG Databook
	Renewable Energy	Annual Report & Accounts 2023, Book two, pages 26-29 ESG Databook
	Deforestation	Not considered material to our business at this time. However, we assess, eliminate 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.
5.2– Resources	Energy Conservation	Annual Report & Accounts 2023, Book two, pages 26-29
	Water Conservation	Water is a key resource and responsible water use can reduce the amount of stress



Principles	Our response and where to find it
	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 2023, Book two, pages 26-29 and 42
Land Management	Intertek has policies and procedures in place that seek to prevent adverse environmental impacts to property, including soil and ground water. Contingency plans are in place to prevent and manage spills of fuels, oils and other hazardous substances used or stored at our facilities.
5.3 – Biodiversity	Protect and Restore Ecosystem
	We take a pro-active approach and conducts environmental impact assessments on proposed development activities, as appropriate, to fully identify and mitigate any potential risks.
5.4 – Waste Management	Waste Management Wastewater Management
	ESG Databook We seek to minimize/eliminate water effluent and effluent pollution. Policies and procedures support meeting or exceeding regulatory requirements in the jurisdiction of our operations.
5.5 – Regulatory	Environmental Compliance
	Annual Report & Accounts 2023, Book two, pages 40-42
Enterprise Security	
3.1 – Intellectual Property	Intellectual Property (IP) Assets Management & Control
	Annual Report & Accounts 2023, Book two, page 43
3.2 – Data Protection & Privacy	Data Protection Privacy
	Annual Report & Accounts 2023, Book two, page 43
	Risk Identification and Asset Management
	Annual Report & Accounts 2023, Book two, page 43

Principles	Our response and where to find it
3.3 – Cyber Risk Management and Controls	Incident Management (Planning, Detecting, Responding & Recovering) Employee Engagement
	Annual Report & Accounts 2023, Book two, page 43
3.4 – Physical Asset Security	Identity Management, Authentication and Access Control Physical Assets High Value Assets
	Annual Report & Accounts 2023, Book two, page 43
3.5 – Employee Security	Employee Security
	Annual Report & Accounts 2023, Book two, pages 10-17, 43
3.6 – Supply Chain Security	Supply Chain Security
	Annual Report & Accounts 2023, Book two, page 43
Communications & Disclosures	
10.1 – Strategic Communications & Disclosures	Corporate Strategy Communication Strategic Metrics & KPIs
	Annual Report & Accounts 2023, Book one, pages 10-11
	Annual Report & Accounts 2023, Book one, pages 26-29
10.2 – Sustainability Communications & Disclosures	Sustainability Strategy Sustainability Metrics and KPIs
	Annual Report & Accounts 2023, Book two, pages 1-9
	Annual Report & Accounts 2023, Book one, pages 28-29
10.3 – Governance Communications & Disclosures	Governance Regulatory Compliance Reporting Communication with Stakeholders Communication of Risks Transparency of Supervisory Boards Diversity Reporting
	Annual Report & Accounts 2023, Book two, page 45
	Annual Report & Accounts 2023, Book one, pages 16-25; Book two, pages 56-61
	See Risk Management
	Not applicable
	Annual Report & Accounts 2023, Book two, pages 14-17 and 69
	ESG Databook



	Principles	Our response and where to find it
10.4 – Financial Communications & Disclosures	Financial Communication	See TSA 9, Financial
10.5 – Internal Communications & Disclosures	Internal Dissemination of Information	Annual Report & Accounts 2023, Book two, page 59
	Anonymous Hotline & Whistleblower System	Annual Report & Accounts 2023, Book two, page 42 Intertek Compliance Hotline
	Health & Safety Communications	Annual Report & Accounts 2023, Book two, pages 10-11
10.6 – Regulatory Disclosures	Regulatory Disclosures	Our Results, Presentations and Announcements can be accessed on our website
10.7 – External Disclosures	Products, Services, Organisational and Personnel	See our website
	Media Handling	<p>Our Corporate Communications & Public Relations team look after the Group’s communications to the Group’s corporate stakeholders. This includes communications to the Group’s investors, the London Stock Exchange, financial media and the financial analysts that track and analyse the Group’s financial performance. Internally, the team helps to support local country marketing teams with corporate data and advice where corporate communications to local stakeholders, such as financial media or government partners, are needed.</p> <p>The media plays an important role in defining the way Intertek is perceived by its stakeholders. Our media policy sets out policies with respect to the public release of information by employees to the media, and how these requests are managed.</p>
	Social Media Handling	See Media Handling above



Intertek GRI Content Index

Statement of use	Intertek Group plc has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location / additional information
GRI 2: General Disclosures 2021		
	2-1 Organizational details	Intertek Group plc, headquartered in London, UK, is a publicly listed company on the London Stock Exchange. Registered office address and registration number can be found in our Annual Report & Accounts 2023, Book three, page 67. For our countries of operation, see Annual Report & Accounts 2023, Book one, page 22, or visit our website .
	2-2 Entities included in the organization's sustainability reporting	Annual Report & Accounts 2023, Book three, pages 41-50
	2-3 Reporting period, frequency and contact point	Sustainability and financial reporting period from 1 January 2023 to 31 December 2023. Annually. Last published in March 2024. Head of Sustainability: info@intertek.com Note: our annual environmental reporting cycle ran from 1 October 2022 to 30 September 2023.
	2-4 Restatements of information	Annual Report & Accounts 2023, Book two, page 29 ESG Databook Note: there were no other restatements for the information published in March 2024.
	2-5 External assurance	Annual Report & Accounts 2023, Book two, page 30
	2-6 Activities, value chain and other business relationships	Annual Report & Accounts 2023, Book one, pages 16-25
	2-7 Employees	ESG Databook Figures represent total head count on 31 December 2023.
	2-9 Governance structure and composition	See TSA 8.1 – Board/Independent Oversight

GRI Standard	Disclosure	Location / additional information
	2-10 Nomination and selection of the highest governance body	Annual Report & Accounts 2023, Book two, pages 62-64
	2-11 Chair of the highest governance body	See TSA 8.1 – Board/Independent Oversight
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report & Accounts 2023, Book two, pages 56-61
	2-13 Delegation of responsibility for managing impacts	Annual Report & Accounts 2023, Book two, pages 56-61
	2-14 Role of the highest governance body in sustainability reporting	Annual Report & Accounts 2023, Book two, page 47
	2-15 Conflicts of interest	Annual Report & Accounts 2023, Book two, page 55
	2-16 Communication of critical concerns	Annual Report & Accounts 2023, Book two, pages 41-42
	2-17 Collective knowledge of the highest governance body	Annual Report & Accounts 2023, Book two, pages 56-61 and 64
	2-18 Evaluation of the performance of the highest governance body	Annual Report & Accounts 2023, Book two, pages 62-63
	2-19 Remuneration policies	Annual Report & Accounts 2023, Book two, pages 79-85
	2-20 Process to determine remuneration	Annual Report & Accounts 2023, Book two, pages 79-85
	2-21 Annual total compensation ratio	Annual Report & Accounts 2023, Book two, page 102 Note: data by country not available.



GRI Standard	Disclosure	Location / additional information
	2-22 Statement on sustainable development strategy	Annual Report & Accounts 2023, Book two, pages 1-4
	2-23 Policy commitments	Annual Report & Accounts 2023, Book two, pages 40-43 Read our responsible business policies .
	2-24 Embedding policy commitments	Annual Report & Accounts 2023, Book two, pages 40-43
	2-25 Processes to remediate negative impacts	Annual Report & Accounts 2023, Book two, pages 40-42 Code of Ethics
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report & Accounts 2023, Book two, pages 41-42 Code of Ethics
	2-27 Compliance with laws and regulations	Annual Report & Accounts 2023, Book two, pages 40-43
	2-28 Membership associations	At Group level, Intertek is a member of the TIC Council. Note: at a country-level we have memberships with a number of trade associations around the world that are composed of diverse groups of stakeholders that inform and advocate for effective solutions that protect the public, facilitate trade and support innovation.
	2-29 Approach to stakeholder engagement	See 8.2 – Stakeholder Engagement
	2-30 Collective bargaining agreements	Annual Report & Accounts 2023, Book two, page 40 ESG Databook
GRI 3: Material Topics 2021		
	3-1 Process to determine material topics	Annual Report & Accounts 2023, Book two, page 5
	3-2 List of material topics	Annual Report & Accounts 2023, Book two, pages 7-9
	3-3 Management of material topics	Annual Report & Accounts 2023, Book two, pages 10-43

GRI Standard	Disclosure	Location / additional information
GRI 201: Economic Performance 2016		
	201-1 Direct economic value generated and distributed	Annual Report & Accounts 2023, Book three, pages 1-3 Note: direct economic value not broken down by local market.
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report & Accounts 2023, Book one, pages 58-66
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report & Accounts 2023, Book three, pages 35-38 Note: we do not disclose the number of employees included in the schemes or the percentage of salary contributed by employer and employee.
	201-4 Financial assistance received from government	Annual Report & Accounts 2023, Book three, pages 7, 12 and 16 Note: this information is not broken down by country.
GRI 202: Market Presence 2016		
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Intertek complies 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 2023, Book two, page 17
GRI 203: Indirect economic impacts		
	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 2023, Book one, pages 24-25; Book two, pages 33-39



GRI Standard	Disclosure	Location / additional information
GRI 204: Procurement practices		
	204-1 Proportion of spending on local suppliers	Annual Report & Accounts 2023, Book two, page 42
GRI 205: Anti-corruption		
	205-1 Operations assessed for risks related to corruption	Annual Report & Accounts 2023, Book two, pages 41-42
	205-2 Communication and training about anti-corruption policies and procedures	Annual Report & Accounts 2023, Book two, pages 41-42
	205-3 Confirmed incidents of corruption and actions taken	Annual Report & Accounts 2023, Book two, page 42 ESG Databook
GRI 206: Anti-competitive behavior		
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report & Accounts 2023, Book two, page 42
GRI 207: Tax 2019		
	207-1 Approach to tax	Intertek Group Tax Strategy
	207-2 Tax governance, control and risk management	Intertek Group Tax Strategy
	207-3 Stakeholder engagement and management of concerns related to tax	Intertek Group Tax Strategy
GRI 302: Energy 2016		
	302-1 Energy consumption within the organization	Annual Report & Accounts 2023, Book two, page 29 ESG Databook
	302-2 Energy consumption outside of the organization	Annual Report & Accounts 2023, Book two, page 29

GRI Standard	Disclosure	Location / additional information
GRI 305: Emissions 2016		
	305-1 Direct (Scope 1) GHG emissions	Annual Report & Accounts 2023, Book two, page 29
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report & Accounts 2023, Book two, page 29
	305-3 Other indirect (Scope 3) GHG emissions	Annual Report & Accounts 2023, Book two, page 29
	305-4 GHG emissions intensity	ESG Databook
	305-5 Reduction of GHG emissions	Annual Report & Accounts 2023, Book two, pages 26-29
GRI 308: Supplier Environmental Assessment 2016		
	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 2023, Book two, page 42
GRI 401: Employment 2016		
	401-1 New employee hires and employee turnover	ESG Databook Note: 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 2023, Book two, pages 11-14 Note: list of benefits is not reported.



GRI Standard	Disclosure	Location / additional information
	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. Note: number of employees taking parental leave is not available.
GRI 402: Labor/ Management relations 2016		
	402-1 Minimum notice periods regarding operational changes	We operate in some countries where legislation defines the minimum consultation time required, and in others where this is set out in policy or in collective terms.
GRI 403: Occupational health & safety 2018		
	403-1 Occupational health & safety management system	Annual Report & Accounts 2023, Book two, pages 10-11
	403-2 Hazard identification, risk assessment, and incident investigation	Annual Report & Accounts 2023, Book two, pages 10-11
	403-3 Occupational health services	Annual Report & Accounts 2023, Book two, pages 10-11
	403-4 Worker participation, consultation, and communication on occupational health & safety	Annual Report & Accounts 2023, Book two, pages 10-11
	403-5 Worker training on occupational health & safety	Annual Report & Accounts 2023, Book two, pages 10-11
	403-6 Promotion of worker health	Annual Report & Accounts 2023, Book two, pages 10-11
	403-7 Prevention and mitigation of occupational health & safety impacts directly linked by business relationships	Annual Report & Accounts 2023, Book two, pages 10-11

GRI Standard	Disclosure	Location / additional information
	403-8 Workers covered by an occupational health & safety management system	Annual Report & Accounts 2023, Book two, pages 10-11
	403-9 Work-related injuries	Annual Report & Accounts 2023, Book two, pages 10-11 ESG Databook
	403-10 Work-related ill health	Annual Report & Accounts 2023, Book two, pages 10-11
GRI 404: Training and education 2016		
	404-1 Average hours of training per year per employee	ESG Databook Note: training hours is not broken down per employee by gender.
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report & Accounts 2023, Book two, pages 10-14
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG Databook Annual Report & Accounts 2023, Book two, page 14
GRI 405: Diversity and Equal Opportunity 2016		
	405-1 Diversity of governance bodies and employees	Board gender, age and ethnicity diversity is disclosed in: <ul style="list-style-type: none"> • Annual Report & Accounts 2023, Book two, page 69 • ESG Databook Employee gender and age diversity is disclosed in: <ul style="list-style-type: none"> • Annual Report & Accounts 2023, Book two, pages 16-17 • ESG Databook Note: 405-1 b iii not available



GRI Standard	Disclosure	Location / additional information
	405-2 Ratio of basic salary and remuneration of women to men	Information unavailable for the Group as a whole. Development of our global HR data is under review and we are currently evaluating reporting options and expect to report this in the future. The UK Gender Pay Gap report is available on our website .
GRI 406: Non-discrimination 2016		
	406-1 Incidents of discrimination and corrective actions taken	Annual Report & Accounts 2023, Book two, page 42 ESG Databook
GRI 407: Freedom of Association and Collective Bargaining 2016		
	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. Note: Information for suppliers not available
GRI 408: Child Labor 2016		
	408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report & Accounts 2023, Book two, page 40 Labour and Human Rights policy
GRI 409: Forced or Compulsory Labor 2016		
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report & Accounts 2023, Book two, page 40 Labour and Human Rights policy
GRI 411: Rights of Indigenous Peoples 2016		
	411-1 Incidents of violations involving rights of indigenous peoples	Annual Report & Accounts 2023, Book two, page 42 ESG Databook
GRI 413: Local Communities 2016		
	413-1 Operations with local community engagement, impact assessments, and development programs	Annual Report & Accounts 2023, Book two, pages 33-39 ESG Databook

GRI Standard	Disclosure	Location / additional information
	413-2 Operations with significant actual and potential negative impacts on local communities	Annual Report & Accounts 2023, Book two, pages 33-39 Modern Slavery Act Statement
GRI 414: Supplier Social Assessment 2016		
	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.
GRI 415: Public Policy 2016		
	415-01 Political contributions	Annual Report & Accounts 2023, Book two, page 107
GRI 418: Customer Privacy 2016		
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Databook



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

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
Data Security			Professional Integrity		
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Annual Report & Accounts 2023, Book two, page 43	SV-PS-330a.3	Employee engagement as a percentage	Annual Report & Accounts 2023, Book two, page 12 ESG Databook
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Annual Report & Accounts 2023, Book two, page 43	SV-PS-510a.1	Description of approach to ensuring professional integrity	Annual Report & Accounts 2023, Book two, pages 40-42
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	ESG Databook	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Annual Report & Accounts 2023, Book two, page 42
Workforce Diversity & Engagement			Activity Metric		
SV-PS-330a.1 P	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	ESG Databook Note: 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 Note: 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 2023, Book two, page 12 ESG Databook Note: 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 2023: Total hours worked: 46,827,770 Percentage billable: 84.8% (Based on direct operational headcount employees delivering Assurance and Inspection services. Not applicable for Testing and Certification teams.)

ESG Databook



People and Culture				
	2021	2022	2023	Target
Operational Health and Safety				
Total Recordable Incident Rate ('TRIR') (Occurrences per 200,000 hours worked)	0.51	0.44	0.51	<0.5
TRIR reduced (As a % against a 2017 baseline)	27	37	27	
Number of recordable incidents (Lost Time Incidents and Medical Treatment Incidents and Fatalities)	221	189	223	
Number of hazard observations (Identifying and reporting of unsafe conditions that may endanger people, equipment or the environment)	19,172	20,992	25,847	
Number of near misses (An undesired event, which was avoided by circumstance, and did not result in injury or loss)	3,044	3,328	2,912	
Talent attraction and retention				
Intertek ATIC Engagement Index As score out of 100	80	80	87	90
Employee voluntary turnover % of permanent employees	13	14	12.3	<15
Total number of new employee hires # of employees hired between 1 January and 31 December (excludes internal promotions)		8,892	7,174	
New hires (female) % of each category	37.06	35.7	31.7	
New hires (male) % of each category	62.94	64.2	68.3	
Employees by tenure – 0 to 5 years' service % of people by length of service	59.6	61.5	60.6	
Employees by tenure – 6 to 10 years' service % of people by length of service	19.1	18	17.9	
Employees by tenure – 11 to 20 years' service % of people by length of service	16	15.5	15.9	
Employees by tenure – Over 20 years' service % of people by length of service	5.2	4.9	5.5	

	2021	2022	2023	Target
Learning and development				
Total learning and development hours	282,600	671,781	727,060	
# of hours completed through our Learning Management Systems and other programmes ¹				
Performance reviews As a % of employees offered, as a minimum, yearly discussions on growth and development	100	100	100	
<p>1. Total training hours reported in 2021 only captured e-learning delivered via our Learning Management Systems. For 2022 and 2023, completed training hours includes all learning and development programmes.</p>				
Inclusion, diversity, and equality				
Number of employees	44,063	43,597	43,908	
Employees by gender (female) (% of people by gender)	36	35	35	
Employees by gender (male) (% of people by gender)	64	65	65	
Employee by region – Americas (# of people)	11,073	11,187	11,523	
Employees by region – Americas (female) (# of people by region and gender)	3,183	3,177	3,226	
Employees by region – Americas (male) (# of people by region and gender)	7,890	8,070	8,297	
Employees by region – EMEA (Inc. Central) (# of people)	11,903	11,431	11,490	
Employees by region – EMEA (Inc. Central) (female) (# of people by region and gender)	3,725	3,404	3,562	
Employees by region – EMEA (Inc. Central) (male) (# of people by region and gender)	8,178	8,027	7,928	
Employees by region – Asia (# of people)	21,087	20,979	20,895	
Employees by region – Asia (female) (# of people by region and gender)	8,770	8,719	8,567	
Employees by region – Asia (male) (# of people by region and gender)	12,317	12,260	12,328	



	2021	2022	2023	Target
Inclusion, diversity, and equality cont.				
Employees by age – Under 29 years old (% of people by ranges of age)	24.3	24.6	24.6	
Employees by age – Between 30 and 39 years old (% of people by ranges of age)	37	35.5	35.5	
Employees by age – Between 40 and 49 years old (% of people by ranges of age)	21.5	22.4	22.4	
Employees by age – Between 50 and 59 years old (% of people by ranges of age)	11.8	12.1	12.1	
Employees by age – 60 and over 60 years old (% of people by ranges of age)	5.3	5.4	5.4	
Employees by employment type – Full-time (% of people by employment type)	93.1	93.7	93.7	
Employees by employment type – Part-time (% of people by employment type)	6.9	6.3	6.3	
Intertek Group plc senior management ¹ by gender – Female (% of people by gender)	23.0	20.8	23.6	30% by 2025
Intertek Group plc senior management by gender – Male (% of people by gender)	77.0	79.2	76.4	
Top 10 countries of origin – senior management				
UK	16	17	17	
US	22	19	16	
India	10	10	11	
Germany	4	4	3	
China	4	4	6	
Hong Kong	4	4	5	
France	2	3	4	
Australia	6	8	7	
Mexico	8	9	4	
Italy	2	5	2	
Intertek Group plc senior management nationalities (# of nationalities)	48	46	45	

	2021	2022	2023	Target
Inclusion, diversity, and equality cont.				
Intertek Group plc Board of Directors - Female (# of people by gender)	3	4	5	
Intertek Group plc Board of Directors - Male (# of people by gender)	6	7	7	
Intertek Group plc Board of Directors by age group – Between 40-49 years old (% of people by ranges of age)	11	18	8	
Intertek Group plc Board of Directors by age group – Between 50-59 years old (% of people by ranges of age)	0	0	17	
Intertek Group plc Board of Directors by age group – 60 and over 60 years old (% of people by ranges of age)	89	82	75	
Intertek Group plc Board of Directors by ethnicity – White (# of people by ethnicity)	8	9	9	
Intertek Group plc Board of Directors by ethnicity – Asian (# of people by ethnicity)	1	2	3	

Working with our Customers

Customer relationship management				
Average number of NPS interviews per month	6,000	5,400	5,700	>=6,000

Management certifications				
ISO 9001 certification rate (# of sites belonging to certified entities)	226	286	262	
ISO 14001 and/or ISO 45001 certification rate (# of sites belonging to certified entities)	110	112	98	

1. Senior management is defined as Group Executive Committee and their direct reports.



Environment

	Base year 2019	2021	2022	2023
Global energy use by source¹				
Standard electricity, heat and steam (MWh)	263,676	258,613	224,347	171,241
Renewable electricity ² (MWh)	Not reported	12,086	42,979	88,716
Mobile combustion ³ (MWh)	Not reported	131,070	131,229	139,715
Stationary combustion ⁴ (MWh)	69,871	121,328	115,037	122,020
Total energy use ⁵ (MWh)	333,547	523,097	513,592	521,692
Percentage of total energy use from renewable sources (%)	Not reported	2.3	8.4	17.0

Waste management⁶

Total waste (metric tonnes)			4,962	3,453
Waste recycled/reused (metric tonnes)			446	527
Waste landfilled (metric tonnes)			4,516	2,926

1. Energy use disclosures now include all energy sources from mobile and stationary combustion. 2021 and 2022 were restated to allow for year-on-year comparison.
2. Renewable electricity at site level is consumed from green tariffs, Energy Attribute Certificates ('EAC') and solar PV generation.
3. Energy from the fleet.
4. Gas and fuels used for heating and in testing.
5. UK portion of total energy use was 4% (2022: 5%).
6. Data covers 133 sites (2022: 135 sites) across the USA and Canada.
7. Refer to our Basis of Reporting document for full details of scope. Available on our website at intertek.com/about/our-responsibility.
8. Our annual environmental reporting cycle ran from 1 October 2022 to 30 September 2023.
9. Employee Commuting emissions were restated in 2020 for the 2019 base year as a result of increased attention to detail and diligence in the data collection process.
10. Intensity ratios are based on the total of Scope 1, Scope 2 (market-based) and Scope 3 emissions (Business Travel and Employee Commuting) in line with our science-based reduction targets.

	Base year 2019	2021	2022	2023	Target 2030
GHG emissions by source^{7,8}					
Scope 1 emissions (CO ₂ e tonnes)	64,709	59,952	58,821	61,168	50% reduction
Scope 2 emissions (market-based) (CO ₂ e tonnes)	133,860	122,147	102,066	78,228	
Scope 3 Business travel (Air travel) emissions (CO ₂ e tonnes)	25,849	5,771	12,555	18,108	
Scope 3 Employee Commuting emissions ⁹ (CO ₂ e tonnes)	67,101	36,777	33,590	27,108	
Scope 3 Energy-related activities not included in Scope 1 or Scope 2 emissions (CO ₂ e tonnes)	7,669	7,068	7,069	6,543	
Total CO ₂ e emissions (market-based) (CO ₂ e tonnes)	299,188	231,715	214,101	191,155	
Total CO ₂ e emissions (location-based) (CO ₂ e tonnes)	268,428	231,605	225,858	226,197	
Scope 2 emissions (location-based) (CO ₂ e tonnes)	128,693	122,036	113,823	113,270	
Operational emissions carbon intensity (people) ¹⁰ (CO ₂ e tonnes/Average headcount)	6.5	5.2	4.9	4.2	
Operational emissions carbon intensity (revenue) on constant currency basis (CO ₂ e tonnes/GBP million)	97.6	80.6	64.8	55.5	



Communities				
	2021	2022	2023	Target
Positive impact on communities				
Total community projects (# of projects)	74	100	159	
Empowerment projects	37	51	54	
Number of projects				
Education projects	13	35	93	
Number of projects				
Environmental projects	24	14	12	
Number of projects				
Number of volunteer hours (# hours volunteered)		13,710	10,415	

Responsible Business Practices

Human rights				
Discrimination	0	0	0	
Total number of proven incidents of discrimination, and actions taken				
Indigenous people’s rights	0	0	0	
Total number of violations of the rights of indigenous people, and actions taken				
Human rights grievances	0	0	0	
Number of grievances identified through helplines ¹ related to human rights				
Percentage of employees trained on our human rights principles ² (As a % of eligible employees)	94.2	96.8	97.6	100
Collective bargaining ³ (As a % of employees)	33	29	28	

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 and other Group policies.
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.

	2021	2022	2023	Target
Public policy				
Contributions to local, regional or national political campaigns/ organizations/candidates (in GBP)	0	0	0	
Doing Business the Right Way				
Compliance and Integrity				
Code of Ethics reports to helplines: Total reports of non-compliance with the Code made to our hotline ¹	112	91	106	
Code of Ethics investigations: Total number of substantiated reports that required remedial action	19	24	39	
Percentage of employees trained on the Code of Ethics ² (% of eligible employees)	94.2	96.8	97.6	100
Number of confirmed incidents identified through our hotline where employees were disciplined or dismissed due to non-compliance with our anti-corruption policy	5	6	2	
Sustainable procurement				
Suppliers assessed for sustainability risks and invited to complete our Self-Assessment Questionnaire ⁴ (# of suppliers)		302	302	
Information security and data privacy				
Number of complaints received from outside parties and substantiated by the organization (# of complaints reported through our centralised system ¹)	0	0	0	
Substantiated complaints concerning breaches of data customer policy (# of complaints reported through our centralised system ¹)	0	0	0	
Completion rate of data protection and privacy e-learning (As a % of people invited to the e-learning)	72	79	78	

3. Employees that are represented by independent trade unions or employee representative bodies.
4. The Intertek Supplier Sustainability Survey was launched in December 2022 to a group of global suppliers and local suppliers based in our ECA region.