

OUR CODE OF ETHICS

What Intertek expects of you



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INTRODUCTION

Our Mission and Values statement clearly declares that we act with integrity, honesty and respect. We must always ensure that we live out those values every day.

One of our primary business objectives is to help our customers meet quality standards for virtually any market in the world and protect them against risk by ensuring compliance with local, national and international laws. The accuracy and validity of reports and certificates that we provide and maintaining the trust and confidence of our customers, their customers and others impacted by our work, are therefore important factors which contribute to our success.

Our reputation is built on the integrity and know-how of our people, so we do not tolerate unethical behaviour by our employees, contractors, agents or anyone acting on our behalf.

To protect our business and our employees, this Code of Ethics sets out the principles and rules that govern our business conduct. It helps anyone representing the Company to understand what is expected of them and ensures that we always act responsibly and with integrity.

The global business environment has become increasingly complex in recent years. The Code of Ethics outlines what you must do to comply with local laws and regulations and incorporates the International Federation of Inspection Agencies (IFIA) principles of Integrity, Confidentiality, Conflicts of Interest, Anti-Bribery and Fair Marketing.

All those working for or on behalf of Intertek are required to sign our Code of Ethics upon joining the Company or before commencing work on our behalf. It is the responsibility of each Intertek employee or person acting on Intertek's behalf to understand and apply the Intertek Code of Ethics in their own job role, their part of the business and location.

Failure to comply with the Code of Ethics may expose Intertek, its employees, customers or others to serious harm and may also damage the business and reputation we have all worked hard to earn. We could also be exposed to financial penalties and even imprisonment of individuals in serious cases of misconduct.

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 hotline facilities for all employees, contractors and others representing Intertek, to enable confidential reporting of suspected misconduct or breaches of the Code.

This guide should answer any questions or concerns you may have about our Code of Ethics. However, if you should need further guidance, please contact your line manager or Regional Compliance Officer for further information.

OUR RELATIONSHIP WITH OUR EMPLOYEES AND OUR ENVIRONMENT

Equal Opportunity

We believe that all Intertek employees should have equal opportunity of employment, fair reward and career advancement on the basis of ability, performance, necessary qualifications and conduct. We recognise and harness the value that individuals of different backgrounds and capabilities bring to our business. Our diverse workforce helps us to understand, communicate and trade with our vast client base through their understanding of local issues and cultures.

Intertek's employment policies and practices operate within a framework which reflects a culture of merit where decisions are based on the individual's ability to perform in relation to the needs of the business. These policies complement and conform to local and national laws, regulations and codes of practice. We act to apply all employment policies and practices, including recruitment, promotion, reward, working conditions and performance management, in a way that is informed, fair and objective. Our Inclusion & Diversity Policy acts to eliminate discrimination so that all our employees are treated fairly and feel respected and included in our workplaces.

Human Rights

Intertek is committed to respecting the United Nation's (UN) convention on Human Rights and the International Labour Organisation's (ILO) eight core conventions on fundamental human rights; those being: non-discrimination; forced labour; child labour; freedom of association and collective bargaining; harassment; working hours; benefits and wages; leave; and employee contracts and letters.

Health & Safety

Intertek considers the health, safety and welfare of its employees, clients and third parties connected with its business to be of paramount importance. We aim to provide a safe and healthy working environment and ensure that our employees have the information and resources to perform their duties safely. We are committed to maintaining high standards and complying

with relevant local legislation and guidelines in any area in which we operate.

We continually seek to minimise risk to our employees, clients and others who may be affected by our operations and our procedures are regularly monitored by our compliance team to ensure that they are being properly applied in practice. Our internal policies require quality, health, safety and environmental (QHSE) incidents to be recorded, reported and investigated, with QHSE representatives being responsible for the investigation of incidents and implementing corrective actions. Employees are encouraged to report incidents and offer suggestions for QHSE improvements.

Bullying, Harassment, Discrimination and Misconduct

Intertek requires its employees to respect everyone they work with and does not tolerate abuse, bullying or harassment in any form. Inappropriate sexual advances and unwelcome physical contact is wholly unacceptable. Discrimination based on gender, age, ethnicity, religion, nationality, disability, sexual orientation, social origins and associations, political affiliations and union membership, will not be tolerated by Intertek. Recruitment, promotion and employment-related decisions will be based on performance and merit as well as other job-related factors.

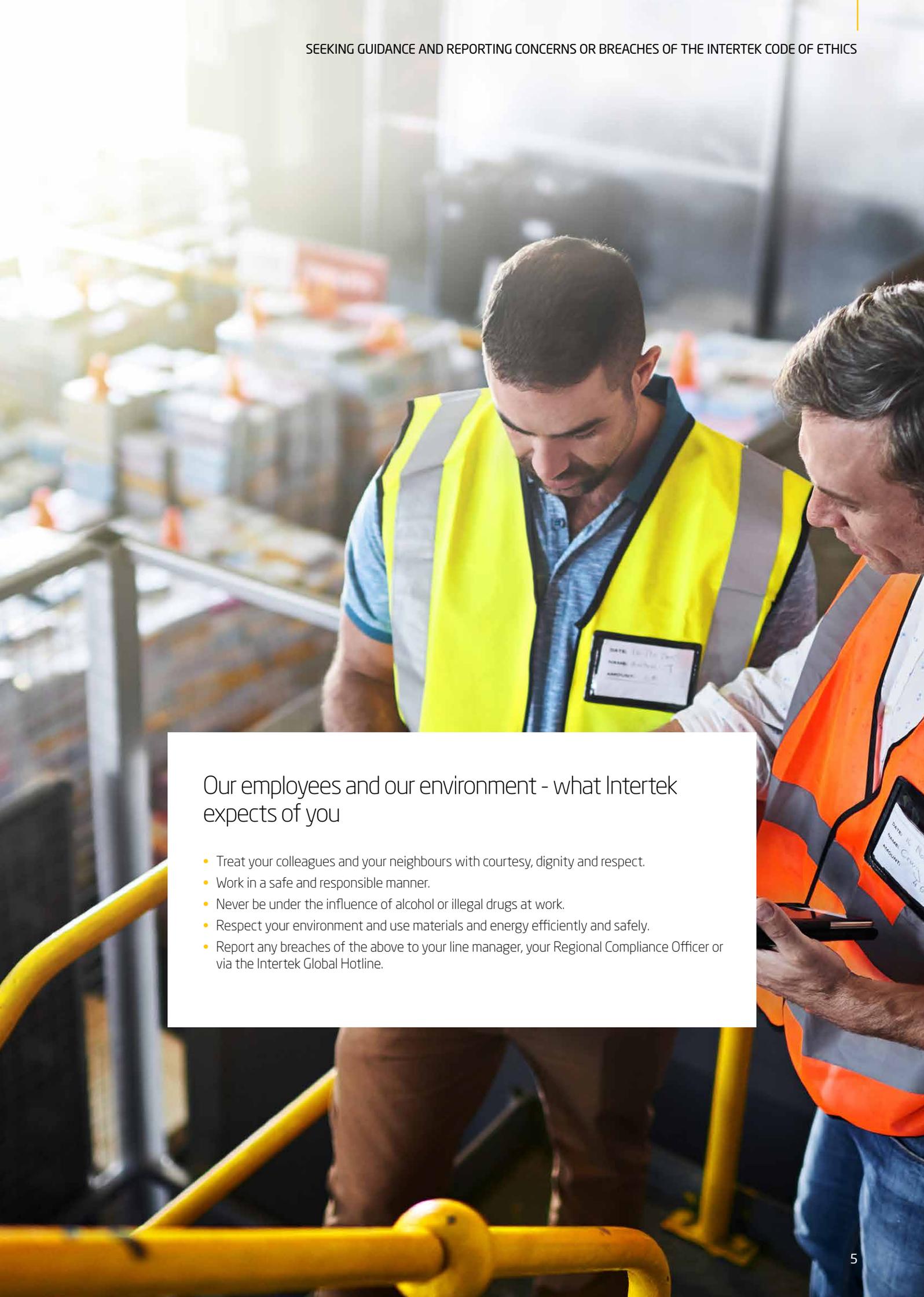
If you are found to have abused, bullied, harassed or discriminated against a fellow employee you will be liable to disciplinary action, including dismissal. Any employee engaging in work related criminal activity will be dismissed, and may be reported to the appropriate authorities. Any cost of defence will be borne by the employee.

Intertek does not tolerate working under the influence of alcohol or illegal drugs while at work. Use of alcohol or drugs or being in any way intoxicated whilst in the workplace could lead to health and safety risks, as well as affect your ability to perform your job. Employees found to be intoxicated or using alcohol or drugs whilst working will face disciplinary action, including dismissal.

Environmental & Corporate Social Responsibility

The nature of the work that Intertek does for its clients has a direct benefit in reducing harm to the environment and tackling climate change. In our own operations, we are committed to minimising our impact on the environment through reducing energy consumption at our sites, utilising renewable energy sources, implementing 'green' waste management practices, minimising travel, undertaking carbon offsetting and operating quality management systems. Our Environmental Policy is implemented by country managers at a national level in compliance with local guidelines and regulations.

Supporting the communities in which we operate is important to Intertek. We expect our employees to respect the communities in which they live and work and we support and encourage their involvement in charitable and community activities.

A photograph of two men in a factory or warehouse setting. The man on the left is wearing a yellow high-visibility safety vest over a blue shirt and is looking down at a tablet held by the man on the right. The man on the right is wearing an orange high-visibility safety vest over a white shirt and is also looking at the tablet. In the background, there are shelves with various items and a yellow safety railing in the foreground.

Our employees and our environment - what Intertek expects of you

- Treat your colleagues and your neighbours with courtesy, dignity and respect.
- Work in a safe and responsible manner.
- Never be under the influence of alcohol or illegal drugs at work.
- Respect your environment and use materials and energy efficiently and safely.
- Report any breaches of the above to your line manager, your Regional Compliance Officer or via the Intertek Global Hotline.

OUR COMMITMENT TO INTEGRITY

Our responsibility is to conduct all business according to the highest professional and ethical standards and practices. Intertek's work shall be carried out in an independent and impartial manner, using appropriate methods and procedures and in accordance with local and international laws.

Intertek does not tolerate corruption and bribery. It is important that Intertek's employees, contractors, agents, joint venture partners and distributors as well as those third parties conducting business with Intertek, fully understand Intertek's zero tolerance of corruption.

Intertek's Anti-Bribery Guidance, including Gifts, Hospitality and Entertaining policy, is available from your line manager or at [Intertek.com/investors/governance](https://www.intertek.com/investors/governance).

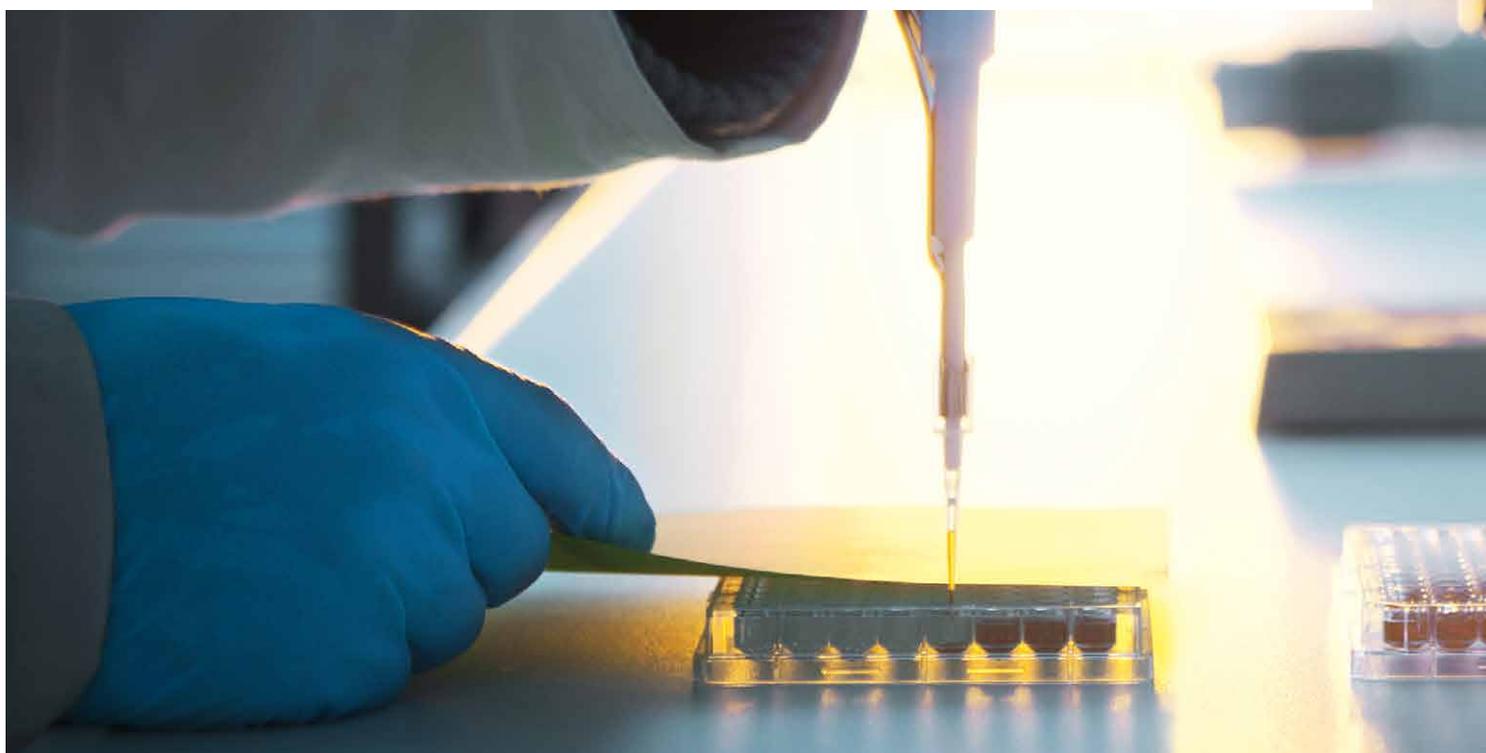
Integrity

Intertek expects all its employees, sub-contractors, agents and intermediaries to carry out any work for and on behalf of Intertek in accordance with and respecting all countries' laws and internal Intertek Policies. Criminal violations committed in the course of undertaking Intertek business is unacceptable, and will result in the termination of the employees' employment or sub-contractors, agents or intermediaries'

contracts with Intertek. Criminal violations committed by employees outside of their employment will be taken very seriously by Intertek and may lead to consequences such as disciplinary sanctions and even dismissal in serious circumstances.

Intertek prides itself on the integrity and high quality of its services and all employees must carry out their work to those standards. Customers value our integrity and expect us to remain impartial. Data, test results and other material facts shall be reported by Intertek in good faith, will not be improperly changed and shall correctly present the actual findings, professional opinions or results obtained. The falsifying or manipulation of evaluations, testing processes, quality assurance surveys and reports, will not be tolerated and will lead to disciplinary action including dismissal.

Intertek also expects all employees and subcontractors, agents and intermediaries to be properly qualified to carry out their work for the Company. Falsification or misrepresentation of qualifications by employees will result in disciplinary action, including dismissal; sub-contractors, agents and intermediaries may have their contracts with Intertek terminated.



Bribery and Corruption

Intertek does not tolerate or engage in bribery or corruption in any form, in any of the countries in which it operates. Bribery is the offering, giving, receiving or requesting of any item(s) of value to another person, directly or indirectly, to induce that person to act improperly or to reward them for improper performance. Improper performance is performance that breaches expectations of good faith, impartiality or obligations of trust.

In a business context, a bribe can be an inducement or reward offered, promised, given or received to obtain or retain a business advantage. It applies to both private corruption (i.e. bribery of persons working in other commercial organisations)

and public corruption (i.e. bribery of domestic or foreign government officials).

Please be aware that government officials in some countries could include employees of some companies if those entities are owned or partially owned by a government. They can also include doctors and other medical professionals in many countries. Particular care must be taken when dealing with government officials and their family and close associates, and you should ensure that your conduct does not amount to, or is perceived to amount to, a bribe.

Example

Offering or paying money to a client who is tendering for business or to a public official as part of a public procurement process to win a contract could amount to a bribe.

A bribe also includes 'facilitation' or 'grease' payments which are payments to expedite or secure performance of a routine governmental action. Alternatively, think of it as paying a public official extra for simply doing their job. Such payments are not acceptable, and are illegal in many countries. The only exception to this rule is if your health, safety, or life is in imminent danger. In such an emergency, you must comply with Intertek's Anti-Bribery Policy and try to speak to either your line manager, or your Regional Compliance Officer to get approval before making the payment. If you cannot, because of the immediate pressure you are under, then you must immediately report the payment to your line manager or Regional Compliance Officer as soon as you are in a position to do so.

Example

Paying a public official a small amount of money to process your VISA application more quickly could amount to a bribe.

These rules do not just apply to Intertek employees, but also to contractors, agents or anyone else acting on behalf of Intertek. They must not offer, make or receive any bribes during the course of doing business in order to gain a business advantage or favourable treatment. Using third parties to indirectly pay bribes would also be unlawful and lead to liability for you and Intertek.

Example

Employing a contractor or agent to provide money, gifts or hospitality to third parties or public officials to win their business would amount to bribery.

You might be told that making certain types of payments or gifts "is how business is done" in a certain country but it is nevertheless against our Code of Ethics. If anybody within or outside Intertek asks you to pay or receive a bribe, you must refuse and immediately report such conduct to your line manager or your Regional Compliance Officer.

If you are involved in bribery or corruption in any form you will be subject to disciplinary action and dismissal, and you could well face legal and criminal proceedings and even imprisonment. Please note that your actions may also result in both civil and criminal liability for Intertek.

Conflicts of Interest

A conflict of interest arises when an employee's personal relationships, external interests or activities could interfere with their judgment, objectivity, independence or loyalty to Intertek. We require employees to avoid conflicts of interest, or the appearance of one, at all times, to ensure the quality of our business decisions and the integrity of the person and Company.

Conflicts of interest can arise in many ways. Examples of unacceptable conduct include:

- Committing Intertek to conduct any company business with a member of their direct family or relationship partner without higher approval. Where any Intertek employee wishes to commit Intertek to conduct such business, then a request must be made for approval by the relevant Executive Vice President (EVP) or Group functional head. Any such request must clearly state the reasons for the proposal to award work to a related party. Existing arrangements will be allowed to continue, and are covered by the requirement to declare related party transactions for EVP approval at year end (see below);

- Directly or through relatives, friends or intermediaries, acquire an interest in a supplier, a client or a competitor of Intertek, except for the acquisition of shares of a client, supplier or competitor on a public stock exchange, unless limited to an extent which does not grant significant influence over the affairs of the client, supplier or competitor and which does not make the employee unduly dependent on its financial fortunes or be subject to any potential undue influence of the client, supplier or competitor;
- Hold any position (such as an employee, officer, director, trustee or advisor) with a competitor or client;
- Authorise or take any part in the recruitment process of members of their direct family or relationship partner. This applies to new hires only. In the case of existing family members already working for Intertek, and in the case of any staff joining Intertek through acquisition, then this clause does not apply; and
- Trade in Intertek shares in violation of any laws, regulations or Intertek policies governing the purchase or sale of such shares. Employees must declare their interest to Intertek's Group Company Secretary as soon as they become aware that their personal interests conflict with those of Intertek. Protecting the interest of relatives or friends may potentially conflict with the interests of Intertek. You must abstain from a decision-making process if you have a conflict of interest or you might be perceived to have one, unless you obtain the prior consent of your line manager and Regional Compliance Officer.

Where Intertek employees wish to participate in political activities for the benefit of society, such as taking on a role in public office, then prior approval will be required from their line manager or Regional Compliance Officer, if there is a conflict of interest between that role and their employment with Intertek.

Gifts and Hospitality

Anything of value such as gifts, hospitality, loans, fees and charitable or political donations, can amount to a bribe. This can include paying school fees, travel and accommodation expenses and providing credit to third parties to win or retain business.

Gifts and hospitality should never be used to induce or influence improper behaviour. Particular caution should be taken when dealing with government officials. It is Intertek's policy that no offer of gifts and/or

hospitality should be made to a government official or their partner, family or close associates without the express approval of Intertek's Group Head of Legal.

Example

Taking a client or public official out to lunch during a competitive tender process could be perceived to be or could amount to a bribe.

Providing a public official with free travel and accommodation in order to win or retain business could amount to a bribe.

Reasonable and proportionate hospitality and promotional, or other business expenditure which seeks to improve the image of Intertek, or to present its products and services, or establish cordial relations, is recognised as an established part of doing business and would not amount to a bribe. Gifts and hospitality with commercial (private) business partners are acceptable, provided you comply with Intertek's Gifts, Hospitality and Entertaining policy (as contained in Intertek's Anti-Bribery Policy), which explains the limits on spending, approval processes and other requirements. All gifts and entertainment expenses must be properly documented.

Intertek's business decisions must never be influenced by gifts or hospitality. Intertek employees may not accept gifts in connection with their employment or Intertek business unless permission is received from their line manager and Regional Compliance Officer in accordance with the Gifts, Hospitality and Entertaining policy as contained in Intertek's Anti-Bribery Policy, and documented.

Political and Charitable Contributions

As an organisation we seek to maintain political neutrality and do not fund political or religious processes, individuals or organisations. This principle applies also to our employees, intermediaries and agents in the course of their employment with Intertek.

We require that any charitable contributions or sponsorships are given appropriately and do not create, or might be perceived to create, an improper advantage for Intertek, conflicts of interest or indirectly support political or religious processes. Charitable contributions require the prior approval of management in accordance with the following limits:

- EVP approval for individual donations of up to £5,000, and maximum cumulative value of up to £25,000 per annum;

- Group CEO approval for individual donations of between £5,001 to £10,000, and maximum cumulative value of up to £50,000 per annum for the Group; and
- Group Board approval for donations over £10,001.

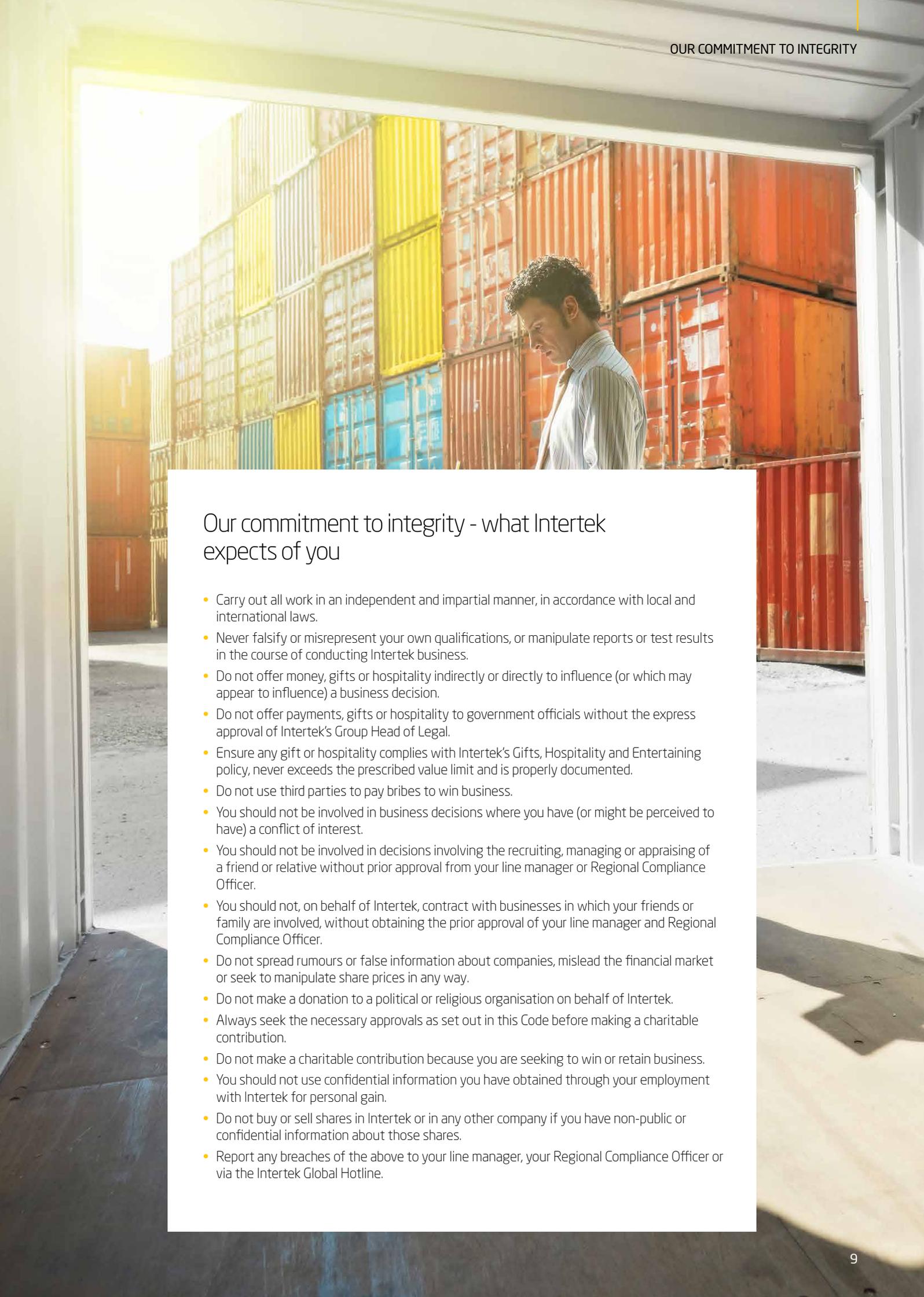
Once individual donations are over £10,001, or cumulative donations have reached over £50,001, such contributions are subject to additional due diligence by Regional Compliance Officers.

No contributions are permitted that may be used to create an improper advantage for Intertek or amount to, or be perceived to, amount to a bribe.

Insider Dealing

Insider dealing is where any confidential, pricesensitive knowledge and data is used to provide an unfair advantage when buying and selling shares of a publicly traded company (which includes Intertek). Some Intertek employees will have access to inside information which could be used for inappropriate personal gain; for example, purchasing shares based on non-public information. Intertek is firmly committed to supporting fair and open trading of securities and Intertek employees are prohibited from dealing in shares based on inside information.

It is a criminal offence to deal in Intertek shares (or other company shares) on the basis of inside information or to help somebody else to do so. Insider dealing is unlawful and will lead to disciplinary action, including dismissal, and could ultimately result in legal or criminal proceedings including imprisonment. Intertek's position is reinforced by clear internal guidelines on share dealing.

A man in a white shirt and tie is looking down in a container yard. The yard is filled with stacks of colorful shipping containers in shades of yellow, orange, and blue. The scene is brightly lit, suggesting a sunny day. The man is standing in the foreground, looking towards the ground. The background shows a large stack of containers, with some yellow and blue ones visible. The overall atmosphere is professional and focused.

Our commitment to integrity - what Intertek expects of you

- Carry out all work in an independent and impartial manner, in accordance with local and international laws.
- Never falsify or misrepresent your own qualifications, or manipulate reports or test results in the course of conducting Intertek business.
- Do not offer money, gifts or hospitality indirectly or directly to influence (or which may appear to influence) a business decision.
- Do not offer payments, gifts or hospitality to government officials without the express approval of Intertek's Group Head of Legal.
- Ensure any gift or hospitality complies with Intertek's Gifts, Hospitality and Entertaining policy, never exceeds the prescribed value limit and is properly documented.
- Do not use third parties to pay bribes to win business.
- You should not be involved in business decisions where you have (or might be perceived to have) a conflict of interest.
- You should not be involved in decisions involving the recruiting, managing or appraising of a friend or relative without prior approval from your line manager or Regional Compliance Officer.
- You should not, on behalf of Intertek, contract with businesses in which your friends or family are involved, without obtaining the prior approval of your line manager and Regional Compliance Officer.
- Do not spread rumours or false information about companies, mislead the financial market or seek to manipulate share prices in any way.
- Do not make a donation to a political or religious organisation on behalf of Intertek.
- Always seek the necessary approvals as set out in this Code before making a charitable contribution.
- Do not make a charitable contribution because you are seeking to win or retain business.
- You should not use confidential information you have obtained through your employment with Intertek for personal gain.
- Do not buy or sell shares in Intertek or in any other company if you have non-public or confidential information about those shares.
- Report any breaches of the above to your line manager, your Regional Compliance Officer or via the Intertek Global Hotline.

OUR RELATIONSHIP WITH CUSTOMERS, PARTNERS AND THE MARKETPLACE

Working with our Customers

We are committed to supporting the needs of our customers and helping to add value to their business. At all times we ensure that we work together in a fair and honest manner and in a way that upholds Intertek's commitment to good ethics.

We avoid dealing with customers which we know to be involved in bribery and conduct due diligence when evaluating major prospective customers. The appropriateness and extent of due diligence shall be determined by risk analysis, in accordance with Intertek's due diligence policy when dealing with intermediaries (as contained within Intertek's Anti-Bribery Policy). Where possible, our agreements with customers allow us to terminate the agreement should it create a breach of our Code of Ethics.

We make our Code of Ethics available to all customers so that they understand the principles with which we operate, and are transparent and responsive to our customers' requests for information to verify Intertek's corporate, ethical and social responsibility credentials.

Partners, Contractors, Agents, Intermediaries and Suppliers

We reinforce our Code of Ethics with our partners who include contractors, sub-contractors, correspondents, agents, intermediaries and suppliers. We conduct due diligence on prospective partners, in accordance with Intertek's due diligence policy when dealing with intermediaries, so that we appoint on merit, do not deal with those known to be involved in bribery and ensure that our relationship with them follows the principles of our Code of Ethics. All our business partners have access to our Code of Ethics. Certain business partners, such as agents and sub-contractors, are given a copy of our Code of Ethics and are required to commit to those principles. Our contractual terms allow us to terminate our relationships with those partners who breach our Code of Ethics.

We conduct thorough independent investigations of intermediaries before engaging with them and have processes in place to ensure that improper payments are not channelled through intermediaries. We provide all intermediaries with a copy of our Code of Ethics and require them to commit to those principles.

Where appropriate, we provide training for agents, intermediaries and sub-contractors on our ethical requirements and will monitor their compliance with our Code of Ethics.

Fair Marketing and Anti-Trust Competition

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.

In accordance with fair market practices, we do not engage in discussions regarding pricing, contractual terms, market allocations, division of territories or customers, or discuss competitive bid processes with competitors. Intertek does not engage in any understanding or agreements with competitors with the effect of biasing or improperly influencing the markets in which it operates. Anticompetitive practices are unacceptable. Intertek and its employees will not agree to fix price, or any elements of price, with its competitors.

Price-fixing and bid-rigging are illegal. Involvement in such conduct will lead to disciplinary action including dismissal, and could lead to legal or criminal proceedings, including imprisonment. It may also impose liability on Intertek leading to significant financial penalties.

Export, Import and Trade Controls

Intertek will comply with all applicable laws concerning imports, exports and customs. You must carefully consider and understand whether you are complying with applicable import, export or customs laws before

transferring goods, technology, software or services across international borders. If you are in doubt as to whether you are acting in compliance with the law, you must ask a Regional Compliance Officer of Intertek or the Group Head of Legal for advice. Intertek will provide accurate and truthful information to customs authorities.

You must be aware of boycotts or sanctions concerning countries where we operate or might operate. A boycott is where one country refuses to do business with another and prohibits others from doing so. Sanctions are coercive measures adopted by a country or group of countries, such as the United Nations or European Union, taken against another state or individual(s) in order to produce a change in their behaviour. If you become aware of sanctions or boycotts involving countries or individuals with whom you do business, you must immediately seek legal advice from a Regional Compliance Officer or the Group Head of Legal.

Failure to comply with export, import or trade controls could lead to civil and criminal sanctions for you and the Company, including substantial fines. You could also face disciplinary proceedings including dismissal, and potential imprisonment if criminal proceedings are brought against you.



Our relationship with customers, partners and the marketplace - what Intertek expects of you

- Do not reach agreements either formally or informally with competitors over matters such as pricing or elements of pricing (such as discounts or rebates), bid processes, whether to compete in certain markets or pitch for certain customers' business.
- Do not discuss confidential or commercially sensitive information with competitors.
- Do not use confidential information obtained from your previous employment for the benefit of Intertek.
- Be aware of, and comply with, all applicable export/import and customs laws.
- Be aware of boycotts or sanctions concerning countries where we operate.
- Report any breaches of the above to your line manager, your Regional Compliance Officer or via the Intertek Global Hotline.

OUR OBLIGATION TO PROTECT OUR ASSETS, CONFIDENTIAL INFORMATION, SHAREHOLDERS AND REPUTATION

Protecting our Assets and Resources

We recognise the value of the ideas, services, business processes and strategies that Intertek generates. These help to differentiate us in the marketplace. Therefore, we strive to protect our own intellectual property and respect the intellectual property of others.

Employees must not disclose, copy or use Intertek's intellectual property except for its intended purpose, and must apply the same degree of care when being exposed to our customers' intellectual property.

Employees must use and protect Company assets and resources under their control and may not use these for personal benefit or to perform work for an external party.

Intertek respects third party intellectual property. Using unlicensed software, using or reproducing copyrighted materials without authorisation or knowingly breaching a valid patent is prohibited. It could lead to civil proceedings being brought against Intertek. If you infringe third party intellectual property rights you could face disciplinary action, including dismissal.

Confidentiality

Our employees are required to maintain the confidentiality of Intertek and customer information and the personal data of colleagues.

Sensitive and confidential information includes, but is not limited to, information that is not publicly available, is used, controlled or owned by Intertek and concerns Intertek's technology, business, products, services and finances. Confidential information also includes, but is not limited to, information that is not publicly available about Intertek's staff, customers, suppliers, distributors, agents, joint venture partners and shareholders.

Intertek complies with data protection and privacy laws in the countries in which it operates and has a Global Data Protection

Policy with which all employees must comply. The disclosure of Intertek's confidential information, except for its intended purpose, could damage the Company's reputation and affect its share price and thus cause harm to our shareholders.

Employees remain bound by these confidentiality obligations after leaving Intertek's employment. We seek to protect the confidentiality of Company, employee and customer information.

Our Shareholders

We manage our relationships with our shareholders in accordance with best corporate governance standards. We have established channels with our shareholders through which we have open dialogue and actively seek their feedback on our objectives, strategy and performance throughout the year.

Intertek Group plc is listed on the London Stock Exchange and is bound by disclosure obligations to the market. We seek to make all our communications precise, accurate and transparent to our shareholders, investors, the market and other stakeholders.

Public and External Communications

Employees are not permitted to speak on behalf of Intertek or disclose any information regarding Intertek to the media, financial community or public on behalf of the Company without specific authority to do so. Our employees are required not to disclose or discuss any sensitive or confidential information relating to Intertek's financial performance or business outside of work. Insider dealing, as explained on page 8, is not tolerated by Intertek.

Because Intertek Group plc is a publicly listed company on the London Stock Exchange, it is legally obliged to make certain public disclosures about its financial performance and business. External communications by employees need to follow Intertek's corporate guidelines and can only be

made by authorised personnel. If you are authorised to make public disclosures about Intertek, you must ensure such information is true, accurate and not misleading. Inaccurate or misleading information made public could seriously damage Intertek's reputation and business, and may result in civil, criminal or regulatory sanctions against the Company and yourself as well as disciplinary action, including dismissal.

Personal opinions, with regard to religion, politics or objectionable content, cannot be expressed in any manner where it could appear to be attributable to Intertek. We have clear guidelines for employees on the use of social media and external forums and the possible disciplinary consequences.

Our obligation to protect our assets, confidential information, shareholders and reputation - what Intertek expects of you

- Do not speak to the media, financial community or the public on behalf of Intertek unless you have permission to do so.
- Any authorised communications made on behalf of Intertek must be true, accurate and not misleading.
- Do not misuse somebody else's personal or confidential information or intellectual property.
- Protect Intertek's confidential or sensitive information, and assets and resources.
- Do comply with local data protection and privacy laws.
- Report any breaches of the above to your line manager, your Regional Compliance Officer or via the Intertek Global Hotline.



SEEKING GUIDANCE AND REPORTING CONCERNS OR BREACHES OF THE INTERTEK CODE OF ETHICS

If you have any doubts about the meaning of Intertek's Code of Ethics, are concerned about whether somebody has contravened it, or you become aware of, or suspect a violation of the Code, you are encouraged to contact either your line manager or your Regional Compliance Officer.

If you are uncomfortable raising any concerns or queries, or reporting breaches or possible breaches of the Code to your line manager or Regional Compliance officer, you can instead contact the Intertek Global Hotline which is operated by an independent third party contractor. Details of the regional Hotline phone numbers can be found on the Group intranet and on the Company website and displayed in all Intertek office locations. For on-line direct reporting of a compliance breach, go to www.intertekhotline.com. Employees should note that this Code of Ethics and the approval and reporting procedures referred to throughout are not a substitute for but should be followed in tandem with the formal Human Resources procedures when dealing with employment issues as available from HR and set out on the intranet.

Customers, agents, contractors, or third parties who are aware of or suspect any breaches of the Code, or have any questions about it, should contact Intertek's Group Head of Legal at either of the following:

Telephone : +44 20 7396 3400

Post: Intertek Group plc
33 Cavendish Square
London, W1G 0PS
UK

We encourage you to report your concerns before a possible breach of the Code occurs and you should never cover up wrong-doing or ignore those concerns. Turning a blind eye to a problem can make things worse.

Whilst all information you provide will be kept confidential, you may prefer to make contact initially on an anonymous basis. In such a case, we would then need to work with you to develop a means of communication that enables us to provide you with feedback and/or to ask further questions about your query or concern, if required. However, Intertek would discourage you from voicing your concerns anonymously, as this would make it more difficult to investigate or answer any query; and there would be less chance of you being able to avail yourself of certain protections provided by law if needed.

Any allegations concerning breaches of the Code will be investigated quickly and fairly by the Company. Details of the investigation will be kept confidential and only shared on a strict need-to-know basis, unless we are legally obliged to provide details as part of a criminal or regulatory investigation or civil proceedings.

Intertek appreciates that reporting concerns or wrong-doing is not an easy decision. But please rest assured, you will not face any repercussions for raising concerns or wrong-doing that you believe are in the best interests of the Company to know about. We guarantee that you will be provided with the full protection and support of the Company for acting correctly, and in the event that anyone harasses or treats you unfairly because of your actions, those individuals will face disciplinary action, including dismissal.



When Intertek expects you to speak out

- If you witness or are aware of unsafe working practices.
- If you witness or are aware of inefficient provisions of services and products that may damage the environment.
- If you believe a work colleague is under the influence of alcohol or illegal drugs at work.
- If you suspect, witness or are aware of a work colleague being intimidated, harassed, discriminated against or subject to other inappropriate treatment in breach of this Code.
- If you become aware that Intertek is using child labour or is complicit in any human rights violations.
- If you are unsure about any aspect of Intertek's Anti-Bribery Policy or the anti-bribery laws where you are doing business.
- If you suspect or become aware of corruption or bribery as a result of any aspect of your work.
- If you suspect or are aware that Intertek or anybody associated with Intertek is acting unlawfully.
- If you are unsure about any aspect of Intertek's Anti-Bribery Policy in relation to gifts and hospitality.
- If you are concerned that your conduct or somebody else's conduct might be perceived as a breach of this Code.
- If you suspect or become aware of corruption or bribery as a result of any aspect of your work.
- If you feel any matter might result in a conflict of interests that might influence or be perceived to influence your decisions at Intertek.
- If you suspect or become aware that an Intertek employee has or may be perceived to have a conflict of interests.
- If you suspect or become aware that an Intertek employee has been involved in insider dealing or has misused confidential information.
- If you suspect or become aware of the fact that an Intertek employee has made a donation to a political or religious organisation on behalf of Intertek.
- If you suspect or become aware of the fact that an Intertek employee has made a charitable donation on behalf of Intertek without the necessary prior approvals.
- If you believe Intertek is involved in or might be involved in anti-competitive practices or are unsure whether Intertek is engaged in such behaviour.
- If you believe an Intertek employee is (mis)using confidential information belonging to a competitor.
- If you become aware of Intertek's confidential or sensitive information being misused by or disclosed to third parties (outside a legitimate purpose), or personal information is being misused.
- If you suspect or become aware of unauthorised, inappropriate or unlawful communications.
- If you suspect or become aware of behaviour that might harm the Company's reputation or financially.
- Before entering into any business relationship with businesses in which your friends and/or relatives are involved and you should seek approval, in any event before doing so from your line manager or Regional Compliance Officer.
- Report any breaches of the above to your line manager, your Regional Compliance Officer or via the Intertek Global Hotline.

We guarantee that you will be provided with the full protection and support of the Company for acting correctly.



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

Documents referenced in the Intertek Code of Ethics:

- Anti-Bribery Policy
- Environmental Policy
- Guide to Social Media Use
- Health & Safety Policy
- Inclusion & Diversity Policy
- Labour & Human Rights Policy

The above can be obtained from the Intertek Group intranet and are available upon request.