

intertek

Intertek's gender pay report in 2022





Introduction from our CEO

Intertek is a force for good

Across the organisation, our people are excited about the opportunity we have to deliver on our purpose – bringing quality, safety and sustainability to life for our clients. This attitude and passion is at the heart of our culture, and our determination to be the agents of positive change around the world is evident in everything we do.



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.

In our last report, we outlined the measures we were putting in place to attract and retain talented people. True to our Ever Better approach we continue to progress with these initiatives across the organisation.

Improving gender balance is critical for us and we continue to focus on gender diversity by attracting, developing and retaining more talented women, particularly at senior levels. 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.



A handwritten signature in black ink that reads "André Lacroix".

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 43,500 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.



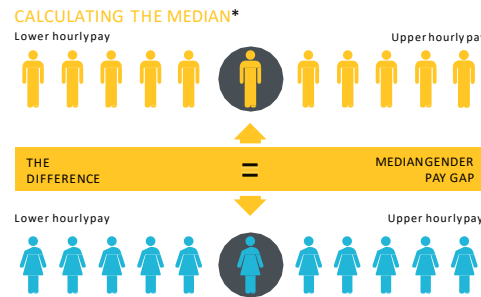
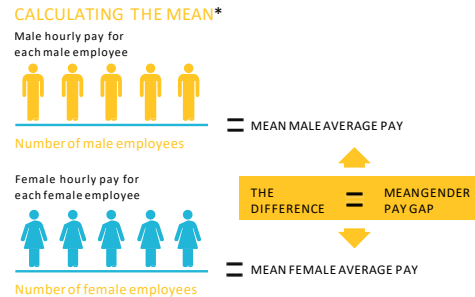
What is the gender pay gap?

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.



*Hourly salaries include all cash pay (excluding overtime) in April 2022 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 64% of our UK workforce. As in our previous reports, 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. Data as at 5 April 2022.

INTERTEK UK

Representing all employees employed by Intertek in the UK

Across Intertek UK, the mean pay gap is 22% and the median pay gap is 15%, reflecting a higher proportion of men in more senior level positions.

The mean bonus gap is 66%. While this gap remains significant, it is reflective of the most senior positions in the Company being primarily held by men.

There is no median bonus gap 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 near-equal bonus eligibility. 71% of the male and 73% of the female populations received a bonus.

Our Intertek UK quartile data demonstrates we have a larger proportion of males to females in all quartiles, with marginally more balanced proportions at the lower levels. This is highlighted by the overall median pay gap of 15%.

Mean Pay Gap	22%	Median Pay Gap	15%
Mean Bonus Gap	66%	Median Bonus Gap	0%
% Male Receiving a Bonus	71%	% Female Receiving a Bonus	73%

Population by pay quartile



ITS TESTING SERVICES (UK) Limited (ITS)

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

Within ITS, the mean pay gap is 19% and the median pay gap is 12%. Again, these gaps reflect a higher proportion of men in more senior level positions.

The mean bonus gap is 67%. The median bonus gap is 10%, and the proportion of women receiving a bonus is 78% vs. 82% for men.

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

Mean Pay Gap	19%	Median Pay Gap	12%
Mean Bonus Gap	65%	Median Bonus Gap	10%
% Male Receiving a Bonus	78%	% Female Receiving a Bonus	82%

Population by pay quartile





Inclusion, diversity & equality

“Diversity has always been at the heart of who we are and will continue to provide the power behind our success in the future.”

Inclusion, diversity and equality

At Intertek, achieving ever better performance depends on being constantly open to pioneering new ideas that enable us to improve what we do and how we do it. For us, this means having an organisation that is truly diverse and inclusive.

Intertek has a history that goes back over 130 years, evolving from the combined growth of a number of innovative companies from around the globe. Diversity has always been at the heart of who we are and will continue to provide the power behind our success in the future. With team members from over 100 countries – all with different backgrounds, cultures and beliefs – our diverse workforce makes us the leading company we are today.

To achieve the optimum mix of skills, backgrounds and experience, workforce diversity needs to go beyond discussing the percentage of women to also include other diversity indicators. As a business we want to ensure that we have the right capabilities to deliver our strategy. We recognise the value that individuals of different backgrounds and capabilities bring to the business.

Our diverse workforce helps us to understand, communicate and trade with our vast client base through their understanding of local issues and cultures. They add value in assuring our services are tailored to our customer needs, which underpins sales growth, customer retention and satisfaction.

We demonstrate that we are an inclusive and diverse global family by applying all employment policies and practices in a way that is informed, fair and objective. This covers all policies relating to recruitment, promotion, reward, working conditions and performance management. Our Inclusion and Diversity policy facilitates a culture of inclusiveness where people are able to perform at their best, where their views, opinions and talents are respected, harnessed and not discriminated against.

We are committed to maintaining the highest standards of fairness, respect and safety.

We will continue to promote and endorse fair, consistent and thoughtful working practices that are in accordance with our values. At Intertek, we are proud to be an equal opportunities employer. We consider all qualified applicants for employment regardless of gender, ethnicity, religion, age, disabilities and other protected characteristics.

We ensure that men and women are paid equally for doing equivalent roles and we are committed to a number of measures to ensure we provide an energising workplace, free of any gender bias, where employees can flourish based on their talent and effort. To strengthen this, we ensure that our shortlists of external hire candidates have a balance of gender diversity.

We remain committed to equality, and provide flexible working where possible and provide mentorship to women to address the gap in gender numbers at senior levels. It is vital that our workforce represents the best available talent, reflects the communities in which we operate and is free of biases.

	2022 ¹		2021 ¹	
	Male	Female	Male	Female
Board	7	4	6	3
Executive Management Team ('Exec') ²	19	2	17	2
Direct reports ('DR')	198	55	207	65
Combined: Exec + DR	217	57	224	67
All Employees	28,357	15,240	28,385	15,678

1. Data relating to the Board and all employees is as at 31 December and the Exec and DR as at 31 October of each year.

2. As defined by the FTSE Women Leaders Review. This comprises the CEO and his direct reports (N-1).



Inclusion, diversity & equality

Our 'Embracing Diversity' model

We promote diversity in all its forms, including gender, sexual orientation, disability, as well as having an ethnic and social makeup that reflects broader society.



Diversity measured

Gender diversity

We are determined to develop and retain more women in senior roles.

2022 update

- 35% of our global TQA Experts are women.
- We continue to develop policies that integrate the equal treatment and opportunities between women and men, as well as promote measures to achieve equality across the organisation.

Our goals

Improving gender balance is critical for us. We continue to focus on gender diversity by attracting, developing and retaining more talented women, particularly at senior levels. We continue to pursue our goal to increase the number of women

Diversity measured

Talent across all generations

We value all of our colleagues, regardless of age, and have practices in place to develop and retain workers of all ages.

2022 update

- 60% of our global TQA Experts are under the age of 40.
- The technical expertise needed in many parts of our complex business is acquired over several years. This is reflected in the overall average age of 39.

Our goals

We will continue to develop proactive approaches to recruitment to ensure we have an age-diverse and balanced employee age profile.



Diversity measured

Disability inclusion

Adopting a universal design mindset.

2022 update

We believe that in order to create rapid, system-level change specific to disability inclusion and equity, we must actively seek out opportunities to collaborate with other businesses who hold the same values and are equally committed to affecting change.

Our goals

To adopt a disability inclusive mindset as well as deliver on our commitment to the Valuable 500. This is centred around incorporating disability inclusion criteria into the full spectrum of products and services we offer our clients.

Diversity measured

Cultural diversity

(arising from country of origin)

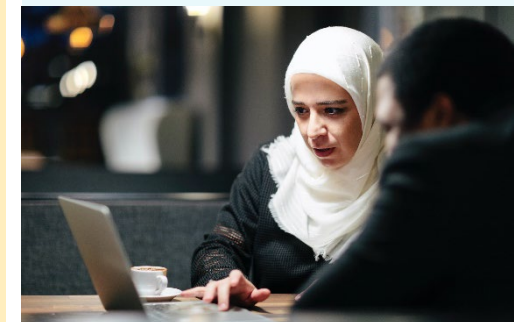
Cultural diversity supports our global business and is key to our success.

2022 update

- 46 different nationalities across our senior leadership
- We continue to monitor protected characteristics and to promote further transparency, particularly at senior level, have plans to update our diversity monitoring.

Our goals

We are committed to cultural diversity and will ensure that Intertek's colleagues are representative of the countries where we do business.



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.

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.

The percentage of women in senior management roles across the group has continually increased over the last four years and we have now set a goal to increase this to 30% by 2025.


In the UK, we have put in place several measures:

- **Enhanced key benefits:** Intertek UK now has an enhanced maternity leave policy – significantly increasing benefits designed to support those on adoption or maternity leave.
- **Support and Focus on Employee Wellbeing:** We have deepened the implementation of our very own Group-wide ‘Kindness’ initiative that focuses on employee wellbeing, enabling and promoting balance and support for all.
- **Investing in Development:** We have launched group wide programmes to build leadership skills, coaching skills and career pathways. We believe this will enable the continued development for all colleagues.
- **Focus and Responsiveness:** We continue to review our Gender Pay results on a regular 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.



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intertek
Total Quality. Assured.