Code of Ethics

Intertek Group plc and all its company employees (referred to as “Intertek” from here on) shall strictly abide by this “Code of Ethics” and associated Compliance Principles as published in Intertek’s Compliance Code and other manuals, procedures, and contracts of employment. This Code of Ethics summarises some of the key elements of the Intertek Compliance Code. Employees should familiarize them selves with the Compliance Code, which is available on the company website and intranet.

To ensure a clear understanding between each employee and Intertek concerning this Code of Ethics, each employee is required, as a condition of employment, to document their acceptance and understanding of this policy upon employment and on a periodic basis thereafter.

The Code of Ethics under which Intertek operates includes the following:

Integrity

1. Intertek’s work shall be carried out in an independent and impartial manner, using appropriate methods and procedures.
2. 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.
3. No misrepresentation of financial data will be made. All financial reports will reflect accurately the current position and performance of the Company in accordance with Company Policy and legal requirements.
4. All work shall be performed in compliance with applicable laws and Company Policies. No employee is authorized, intentionally or by disregard of procedure, to violate any legal, environmental, health, or safety requirement.
5. All employees are required to inform management of any condition that creates a danger to the environment, poses health and safety hazards, or may be a violation of law or ethical conduct. The Company provides facilities to enable confidential reporting of such conditions.

Confidentiality

6. Intertek shall treat all information received in the course of the provision of its services as business confidential to the extent that such information is not already published, generally available to third parties or otherwise in the public domain.

Conflict of Interest

7. All employees shall be free from any conflict of interest. Conflicts of interest can include, but are not limited to, ownership or involvement in outside interests that could influence or adversely affect the employee’s performance or the Company’s reputation. In the event of a conflict that could influence an employee’s actions on behalf of Intertek, its affiliates, customers or other third parties, the employee shall reveal the conflict pursuant to the requirements of the Compliance Code.

Anti-Bribery

8. No reward, gift, or favour in return for, or dependent on, the outcome of any work will be accepted and any offer will be reported.
9. Intertek prohibits (a) the offer, giving, or acceptance of a bribe in any form, including kickbacks on any portion of a contract payment, or (b) the use of other routes or channels including third parties for provision of improper benefits to, or receipt of improper benefits from, customers, agents, contractors, suppliers or employees of any such party or government officials.
10. While Intertek is customer focused in providing its service, it will not tolerate any breach of ethics, law, or Intertek policy in order to satisfy customer requirements, whether stated or implied. Any attempt to subvert this policy is to be reported to management either through normal channels or the confidential Company hotline, details of which are published on notice boards. There is also a hotline facility on the group website and intranet.

Fair Marketing

11. All employees shall (a) conduct sales and marketing (including comparisons with, or references to, competitors, competitors' services or third parties) in a manner that is truthful, not deceptive or misleading, and is consistent with applicable laws; and (b) present Intertek in a fair manner; and (c) ensure presentational information, including descriptions of Intertek's network and affiliations, resources, capabilities and services, is accurate and unambiguous.

Code of Ethics Certification

This is to certify that I have read the above Code of Ethics and, to the best of my knowledge, I understand the intention and meaning and my responsibilities thereunder. I have had the contents explained to me, and have had the opportunity to ask questions and seek clarification.

Employee Signature:	**Date:**
Employee Full Name (Printed):	
Office Location:	

Witness Signature:	**Date:**
Witness Full Name (Printed):	