

# **THE INTERTEK SUPPLIER CODE OF CONDUCT**

**BUILDING RESPONSIBLE PARTNERSHIPS FOR A  
SUSTAINABLE FUTURE**

August 2025

[intertek.com](http://intertek.com)



Dear Supplier,

**Intertek is committed to sustainability**

At Intertek, sustainability is embedded in our core purpose – to make the world a better and safer place by Bringing Quality, Safety and Sustainability to Life.

We are proud to lead the global quality assurance industry responsibly and energised about how we contribute to society. What we do at Intertek positively impacts everyone’s lives today – and the lives of those that will follow. Making the world a better and safer place is what guides us every single day. We are deeply committed to operating with integrity by ‘Doing Business the Right Way’ and to pursuing our corporate social responsibility activities through living our strong values.

Our suppliers have an important part to play in contributing to our sustainability goals. As a global company, we have a strong agenda on responsible sourcing and are passionate about ensuring our supply chain operates with integrity and improves the lives of workers, their communities and the environment, and in making a positive contribution to human rights. We work with suppliers all over the world and we are committed to treating them fairly and maintaining the highest standards of respect and integrity in how we conduct ourselves every day, everywhere and in every situation. However, it is also essential that our suppliers hold similar values to us, act responsibly and conduct business to the same high ethical standards as those we have adopted.

Our Intertek Supplier Code of Conduct (“the **Code**”) is designed to explain the minimum standards and expectations that Intertek Group plc requires from all suppliers and business partners. It is designed to promote ethical, legal, and sustainable practices across our supply chain, ensuring that our partners uphold the same values of integrity, respect for human rights, environmental responsibility, and compliance that guide our own operations.

This Code takes into account the Principles of the United Nations Global Compact; the Universal Declaration of Human Rights; and the International Labour Organization (ILO) Core Conventions and Recommendations, which establish common expectations on a broad range of issues concerning work, employment, social security, social policy, human rights and environmental responsibility. **This Code should be read in conjunction with our Sustainable Procurement Policy, our Environmental and Climate Change Policy and our own Intertek Code of Ethics.**

Our Code should be read, understood and agreed to by all Intertek employees and suppliers. By complying with this Code, you will be joining us in this shared commitment to creating responsible, ethical, sustainable supply chains so that together we can bring about positive, sustainable change and help to improve the reputation of both of our companies.

If you need further guidance or have any questions on this Policy, please direct these to your contact at Intertek or to [supplier@intertek.com](mailto:supplier@intertek.com).

*“We are a purpose-led organisation where sustainability is at the heart of what guides us every single day.”*

**André Lacroix**  
Chief Executive Officer

# The Intertek Group plc Supplier Code of Conduct

All third parties providing goods and services to any Intertek entity, are required, as a condition of engagement, to document their acceptance and understanding of the Intertek Group plc Supplier Code of Conduct. By accepting a contract for the supply of goods and services to Intertek, the Supplier also agrees to comply with the terms of this Code of Conduct. It is the responsibility of each third party to understand and apply this Code in their business operations.

This page of the Supplier Code of Conduct must be signed and returned to Intertek along with the contract for goods and services provided. To the extent that our suppliers have their own Code of Conduct, this must substantially align with the Intertek Supplier Code of Conduct in all material respects.

Customers, agents, contractors, suppliers or other third parties who are aware of or suspect any breaches of the Supplier Code of Conduct, or have any questions about it, should contact Intertek's Group Head of Risk and Compliance on either of the following:

Phone: +44(0) 20 7396 3400

OR

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

## Intertek Group plc Supplier Code of Conduct Affirmation

This is to certify that I have read the Intertek Supplier Code of Conduct as referred to above and understand its 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. I, and the supplier organisation that I represent, will comply with the spirit and the letter of this code.

Signature .....

Organisation .....

Date .....



## OUR SUPPLIER CODE OF CONDUCT

Our goal is to work collaboratively with our suppliers to promote sustainability in both our own and the wider supply chain.

**Intertek expects its Suppliers to agree to comply with this Code of Conduct (the “Code”) and also to require their own suppliers to implement the requirements of this Code in order to promote sustainability in Intertek’s indirect supply chain.**

**This Code applies to the provision of goods or services to Intertek and all members of Intertek's Group. Any breach or potential breach of these ethical and compliance principles must be promptly notified to Intertek’s Regional Compliance Officer or the Intertek Hotline ([www.intertekhotline.com](http://www.intertekhotline.com)).**

**All complaints are investigated thoroughly with action taken as appropriate. Intertek has a ‘no retaliation’ policy, which means reporting parties will not face retaliation or negative repercussions for raising concerns that are believed to be in Intertek’s best interests or otherwise participating in an investigation.**

Where a supplier is found to not be compliant with this Code, Intertek will work with the supplier on an improvement programme. If the supplier continues to not be compliant with the Code, or refuses to implement an improvement programme, Intertek will take steps to review the terms of the contract and may impose sanctions including a reduction in the order and possibly termination of the relationship. At a minimum, we require that all Intertek suppliers meet the following standards.

### 1. Compliance with Laws

As organisations strive to become more sustainable, they must join us in our commitment to ‘Doing Business the Right Way’. Our responsibility is to conduct all business according to the highest professional and ethical standards and practices, which includes our supply chain. All applicable laws and regulations should be complied with in the countries in which the supplier operates or conducts business. Where there is a conflict between applicable law and the principles set out in this Code, applicable law shall apply.

### 2. Environmental Responsibility and Sustainable Practices

Suppliers shall operate in an environmentally responsible and sustainable manner in alignment with the Intertek Environmental and Climate Policy. In accordance with UN Global Compact Principles 7–9, the Paris Agreement, and other internationally recognised frameworks, Intertek expects its suppliers to:

#### Comply with Environmental Laws and Standards

Suppliers must fully comply with all applicable environmental laws, regulations, and standards in all jurisdictions where they operate. This includes obtaining and maintaining all required environmental permits and approvals, as well as adhering to reporting obligations.

#### Promote Resource Efficiency

Suppliers shall implement practices to conserve natural resources, such as energy, water, and raw materials, by:

- Conducting regular resource audits.
- Identifying opportunities to reduce usage.
- Investing in more efficient technologies and systems.
- Minimising the use of hazardous substances and promoting recycling and reuse wherever possible.



### Monitor and Reduce Greenhouse Gas Emissions

Suppliers must:

- Measure and monitor Scope 1 and Scope 2 greenhouse gas (GHG) emissions, and the relevant Scope 3 emissions.
- Develop a comprehensive emissions reduction plan covering both direct operations and supply chain impacts.
- Integrate energy management systems to support continuous emissions performance improvement.

### Set Science-based Emissions Targets

Suppliers are required to:

- Set and publicly commit to science-based emissions reduction targets, aligned with limiting global temperature rise to 1.5°C above pre-industrial levels, as outlined by the Science Based Targets initiative (SBTi).
- Establish time-bound goals and interim milestones to ensure meaningful progress towards Net Zero emissions.
- Provide transparent, annual disclosures on progress and performance, ideally through platforms such as the CDP or EcoVadis.

### Adopt Environmentally Responsible Practices and Materials

Suppliers should prioritise the use of:

- Sustainable raw materials (e.g., recycled content, certified renewable resources).
- Low-impact chemicals and non-toxic alternatives.
- Environmentally friendly packaging and shipping solutions.
- Technologies that reduce emissions, improve energy efficiency, and minimise pollution and waste generation.

### Prevent and Mitigate Environmental Harm

Suppliers must have systems in place to:

- Identify and assess environmental risks across their operations.
- Implement preventive and corrective measures for pollution control, chemical spills, and hazardous waste handling.
- Ensure proper storage, transport, and disposal of waste materials.

Suppliers must implement robust environmental policies and initiatives aligned with our own Environmental and Climate Change Policy to demonstrate continuous improvement in environmental performance.

## 3. Labour and Human Rights

### Working Conditions

Suppliers must ensure that all forms of modern slavery, forced labour and human trafficking are strictly prohibited.

This includes practices such as bonded or indentured labour, involuntary prison labour, slavery, or the trafficking of persons. Workers must have the freedom to leave their employment upon reasonable notice without penalty, and their freedom of movement must not be restricted in the workplace or living quarters provided by the employer.

Key principles include:



- Workers must not be required to surrender passports, ID cards, or work permits as a condition of employment. If employers must retain these documents to comply with local laws, workers must have unrestricted access to them.
- Recruitment fees or related charges must not be imposed on workers. If such fees are identified, they must be reimbursed.
- Employment agreements must be provided in a language understood by the worker and issued before departure for foreign migrant workers, with no unauthorised changes upon arrival.
- Child labour is strictly forbidden at all stages of operations and in the supply chain. Suppliers must ensure compliance with International Labour Organization (ILO) standards, including proper verification mechanisms and remediation if violations are discovered. Young workers (under 18) must not engage in hazardous tasks or night shifts.
- Work hours must comply with local laws, with a maximum of 60 hours per week, including overtime, which must be voluntary. Workers must receive at least one day off every seven days.

Core commitments include:

- **Non-Discrimination:** Equal opportunities must be ensured in hiring, wages, training, promotions, and termination. Workers must not face discrimination based on race, gender, age, religion, disability, sexual orientation, marital status, or political affiliation.
- **Harassment-free Environment:** All forms of harassment, including sexual harassment, bullying, verbal abuse, and threats, are prohibited. Suppliers must ensure that disciplinary policies are clearly defined, communicated, and enforced.
- **Fair Compensation:** Wages must meet legal and industry standards, including overtime pay. Workers must receive accurate, transparent pay statements. Wage deductions as disciplinary measures are not allowed.
- **Freedom of Association:** Workers must have the right to form and join trade unions, engage in collective bargaining, and participate in peaceful assembly without fear of retaliation. Where these rights are restricted, alternative forms of lawful worker representation must be facilitated.
- **Worker Wellbeing:** Suppliers must accommodate workers' religious practices and disabilities. Medical tests or physical exams that could lead to discriminatory outcomes are prohibited.
- **Respect and Dignity at Work:** Suppliers must create an inclusive workplace that respects the dignity of all workers. Discrimination, harassment, or abusive practices are strictly prohibited, and workers must be treated fairly and equitably regardless of race, gender, ethnicity, religion, or other personal attributes.

These measures ensure that all workers operate in a fair, respectful, and supportive environment while safeguarding their fundamental rights and freedoms.

#### 4. Health & Safety

Suppliers are required to maintain a safe and healthy working environment in compliance with local laws and regulations. They must proactively identify and address health and safety risks, incidents and non-compliance issues to prevent workplace injuries and illnesses. This commitment fosters product and service quality, consistent operations, and employee retention.

Key measures include:

- **Hazard Identification and Mitigation:** Assess risks such as chemical, electrical, fire, and fall hazards, using the Hierarchy of Controls. When necessary, provide workers with personal protective equipment (PPE) and risk education at no cost. Gender-specific precautions, such as protections for pregnant and nursing workers, must be implemented.



- **Emergency Preparedness:** Develop and implement emergency plans, including reporting, notification, evacuation procedures, training, and drills (conducted annually or as required by local laws). Plans should include fire safety, clear exits, and recovery strategies to minimise harm to people, property, and the environment.
- **Incident Management:** Establish systems to report, track, and address workplace injuries and illnesses. Encourage reporting without fear of retaliation, ensure medical treatment, and investigate root causes for corrective action. Workers must have the right to withdraw from dangerous situations without penalty.
- **Worker Safety Training:** Provide accessible training on workplace hazards, tailored to relevant demographics such as gender and age. Training must occur before starting work and regularly thereafter, with safety information clearly posted and readily available.
- **Workplace and Facility Standards:** Ensure access to clean drinking water, sanitary food facilities, and safe living accommodations, including proper ventilation, lighting, and emergency exits.
- **Health Monitoring:** Conduct routine occupational health assessments to evaluate and manage risks from exposures, repetitive tasks, or unsafe machinery, where appropriate or legally required. Maintain physical safety measures like guards and barriers on equipment. Suppliers must prioritise ongoing communication and collaboration with workers to identify and address health and safety concerns, creating a safer and healthier workplace for all.

## 5. Business Integrity and Ethics

Suppliers must uphold the highest standards of integrity and transparency in line with our own Intertek Code of Ethics.

Core commitments include:

### Anti-Bribery and Corruption

Suppliers must not engage in or tolerate any forms of bribery, corruption, extortion or embezzlement and must abide by all applicable local, national and international laws. We expect our suppliers to respect all applicable laws concerning corruption and to ensure adequate procedures are in place to prevent, detect and sanction any corruption or trading in influence, directly or indirectly, across the scope of their activities.

### Gifts and Hospitality

Suppliers must not offer or provide gifts or entertainment or offer or give cash or cash equivalents to Intertek's employees or representatives or anyone closely related to these. Hospitality, such as social events, meals or entertainments may be offered if there is a legitimate business purpose involved, and the cost is kept within proportionate and reasonable limits.

Suppliers must not offer or provide our employees any hospitality, expenses or gifts during active contract negotiations or tender processes (including up to and soon after contract award). The supplier shall not, directly or indirectly, offer or give any gifts or hospitality to any third party, including public officials, to obtain or retain business or a business advantage for Intertek.

### Money Laundering

Suppliers must not accept, process or otherwise become concerned in any arrangement involving any funds known or suspected to be associated with criminal activity. Our suppliers must only deal with reputable parties involved in legitimate business activities and whose funds are derived from legitimate sources. All suppliers to Intertek must take reasonable steps to prevent and detect any illegal form of payments and prevent its financial transactions being used by others to launder money.



### **Sanctions**

Suppliers must ensure that they (and those within their supply chain) fully comply with applicable sanctions regimes (for example, United Nations, EU and OFAC sanctions) and that they do not transact with sanctions targets (being applicable countries, entities or individuals). We expect all of our suppliers to adopt and maintain appropriate processes to ensure compliance with the applicable sanctions regimes.

### **Fair Competition, Antitrust Laws and Intellectual Property Rights**

Suppliers must act in accordance with national and international competition laws and not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors. Suppliers must also respect the intellectual property rights of Intertek and others.

### **Data Privacy**

Suppliers must safeguard Intertek's confidential information and know-how, process any personal data confidentially, lawfully and responsibly and ensure that it is effectively protected and used only for legitimate purposes.

### **Conflicts of Interest**

Suppliers must comply with all applicable laws concerning conflicts of interest and to disclose any potential conflicts of interest between us or otherwise related to the transaction. Suppliers must make every effort to prevent the occurrence of situations that create a conflict of interest within the scope of their business relationship.

### **Accounting**

Suppliers should ensure that all business and commercial dealings are transparently performed and accurately recorded in their books and records.

### **Conflict Minerals**

Suppliers must have in place appropriate policies and procedures to prevent against the acquisition of conflict minerals or unsustainable mined minerals in its supply chain.

## **6. Supply Chain Due Diligence**

Suppliers are expected to monitor and evaluate their own suppliers and subcontractors for compliance with this Code.

## **7. Review of the Code**

This Code will be reviewed at least annually to ensure that it remains relevant and reflects changes in legislation and guidance, and organisational priorities.