



INTERTEK GROUP PLC

## INTERTEK'S MODERN SLAVERY STATEMENT 2016

**This statement has been published in accordance with the UK's Modern Slavery Act 2015. It sets out the steps taken by Intertek Group plc and other relevant group companies ("Intertek") during the year ended 31 December 2016 to prevent modern slavery and human trafficking in its business and supply chains**

### **Introduction**

As a global provider of total quality solutions, including supply chain assurance and modern slavery audits, Intertek is fully committed to ethical supply chain management. We provide our clients with industry-leading programmes which allow them to ensure that they and their increasingly complex and global supply chains meet accepted industry standards and best practices in workplace conditions. We are proud that the services which we provide improve the confidence our clients have in their suppliers and drive significantly enhanced transparency into the working conditions, hours and wages of both their and their suppliers' employees.

As a result of the services which we provide, we are fully aware that forced labour, human trafficking and servitude - modern slavery - is a global issue and can occur in every region in the world and every industry sector. We have a zero tolerance approach to modern slavery. We have a responsibility to be alert to the risks of modern slavery, however small, in our business and in our own supply chain so that we can meet the highest ethical and social standards which we set for ourselves.

All of our employees are expected to report any modern slavery concerns, using the appropriate reporting channels, and management are expected to act upon those concerns immediately.

### **Our business and supply chains**

Intertek has more than 40,000 employees in 1,000 locations in over 100 countries. We deliver quality assurance solutions 24 hours a day, 7 days a week, to clients across almost all industry sectors. As a provider of professional services, our own supply chain is predominantly made up of professional services suppliers, including suppliers of office and laboratory equipment, and support services.

### **Internal policies and controls**

Intertek's internal policies include our Code of Ethics, which contains our Labour and Human Rights Policy in which we confirm our commitment to the United Nation's Convention on Human Rights and the International Labour Organisation's eight core conventions on fundamental human rights (non-discrimination; forced labour; child labour; freedom of association and collective bargaining; harassment; working hours; benefits and wages; leave; and employee contracts and letters).

Training on our Code of Ethics is provided to all new employees when they join Intertek, and all employees are required to complete refresher training annually. When completing the training, all employees are required to sign a certificate confirming their understanding that any breaches of the Group's Code of Ethics will result in disciplinary action that may include summary dismissal of the employee concerned. Code of Ethics training (including the importance of our

Labour and Human Rights Policy) is also provided by our Group Compliance function as part of its programme of site visits.

We operate an independent, third-party whistleblowing Hotline, which is aimed primarily at our employees but is also open to any person who works within our supply chain. The Hotline can be used to report any ethical, integrity or compliance issue – which includes human rights violations like modern slavery. All reports received through our Hotline are fully investigated by our Group Compliance function, which is independent of our operational businesses and reports directly to our Group General Counsel. All reports are also notified immediately to our Group Ethics & Compliance Committee which consists of our Group CEO, Group CFO, Group EVP for HR and Group General Counsel, and which provides monitoring, oversight and support in ensuring that appropriate remediation actions are taken. We take any allegations that human rights are not being respected within any part of our business or supply chain extremely seriously, with a zero tolerance approach.

### **Contractual controls**

Our standard agreements for the supply of goods and services contain contractual terms which require our suppliers to comply with Intertek's policies, including our Code of Ethics and Labour and Human Rights Policy. Suppliers which breach our policies face appropriate actions, including termination of contracts.

### **Due diligence and audits of supply chain and suppliers**

As Intertek is a provider of professional services and technical expertise, our suppliers of goods are predominantly suppliers of office and laboratory equipment and support services. We selectively ask for the operational support of agents and sub-contractors to perform certain types of activities and/or in certain jurisdictions or geographies. We have a robust process in place to ensure that these businesses adhere to our Code of Ethics, and background checks are performed on all intermediaries, agents, consultants and sub-contractors before we agree to work with them. In addition, any such party is provided with a copy of our Code of Ethics and agrees in writing to comply with it.

### **Assessment of modern slavery risk within our supply chain**

In the past year, we have increased our focus on modern slavery within our operations and our supply chain. We have reviewed our whistleblowing Hotline and policies to ensure they accommodate the reporting of modern slavery issues in our business and supply chains. With our Group Ethics & Compliance Committee and our internal control, risk management and assurance framework, we have put in place a governance structure which both ensures immediate and independent reporting, escalation and oversight of modern slavery issues and demonstrates a robust anti-slavery stance at the highest level, and a zero tolerance approach to modern slavery in our business and supply chains.

### **Modern slavery training**

Modern slavery training is provided to all our employees as part of our annual and new-joiner training on our Code of Ethics (including our Labour and Human Rights policy). We have also used training on our Code of Ethics given by our Group Compliance function to key agents, intermediaries, consultants and sub-contractors to upskill those parties, increase their awareness of modern slavery issues and support them to implement similar policies with their own suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Intertek Group's slavery and human trafficking statement for the financial year ending 31 December 2016. The statement is signed on behalf of the Board of Directors of Intertek Group plc by Group Chief Executive Officer, André Lacroix.

11 April 2017.