

# **GROUP HEALTH, SAFETY AND WELLBEING POLICY**

July 2026

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





## Aim of this policy

Doing Business the Right Way is at the very heart of who we are and what we stand for. We believe an engaged workforce working in a safe environment is core to the long-term success of our business.

## Our goals

To develop a proactive health and safety culture amongst our workforce in order to:

- Provide a healthy and safe place of work for all workers and visitors.
- Achieve zero reportable work-related injuries and ill-health cases.
- Achieve an annual average Total Recordable Incident Rate of less than 0.5 per 200,000 hours worked.
- Make Kindness, our global wellbeing programme, accessible to 100% of employees each year.
- Comply with all applicable health and safety legislative requirements, standards, and guidelines Intertek subscribes to.
- Continuously improve both our health and safety performance, and the effectiveness of related management systems.
- This policy applies globally to the management and employees of all subsidiaries that are part of the Intertek Group of companies. Our joint ventures, contractors and business partners are strongly encouraged to adopt and implement our policy.

## Implementation

Intertek seeks to achieve these goals by:

- Bringing health, safety and wellbeing to the forefront of our line manager's primary responsibilities.
- Adopting and resourcing safe working practices in our business, eliminating hazards and reducing occupational health and safety risks.
- Promoting a risk-based approach to managing health and safety by enabling each business line and/or country to implement a risk assessment program within their specific area of responsibility.
- Utilising appropriate risk assessment(s) to create safe systems of work and ensuring full compliance across the workforce.
- Developing a high-level awareness of health, safety and wellbeing, including mental health, among our workforce through effective training, programmes, open communication, collaboration and coaching.
- Ensuring that relevant documented information is timely reviewed, issued, distributed and controlled within our management systems.
- Providing each employee with the appropriate tools to openly and honestly reinforce Intertek's safety culture through proper reporting of unsafe acts and conditions.
- Enabling employees with the authority to invoke Stop Work Authority (SWA) without the potential of reprisal from the company or its clients.
- Conducting structured investigations of significant accidents and incidents to establish the root causes, implement corrective actions and identify opportunities for improvement.
- Promoting consultation and participation of workers, and where they exist, workers' representatives.
- Enforcing a zero-tolerance substance abuse policy in required jurisdictions.
- Providing competent personnel and engaging with suppliers/vendors both of whom are suitably qualified, trained and equipped.



- Ensuring that equipment provided by the company or on its behalf is fit for its intended purpose.
- Understanding and reducing our environmental aspects and impacts in each country.
- Monitoring and reporting on our health and safety performance.
- Auditing the implementation of this policy and reviewing it on an ongoing basis.

## Responsibilities

- The Executive Management Team has overall responsibility for Health Safety & Wellbeing at Intertek.
- Country Managing Directors have overall accountability for the Health Safety & Wellbeing of all employees in the country.
- Country Employee Safety & Wellbeing Leads are responsible for ensuring compliance with all national Health & Safety legislations and for working with the Employee Safety & Wellbeing Leads from all relevant Business Lines within Intertek.
- Global Business Line VPs supported by Business Line Employee Safety & Wellbeing experts have overall responsibility for the health and safety specific to the processes, equipment, methods, accreditations and activities of the business lines.
- Every employee has a duty to ensure their health, safety and wellbeing and that of co-workers, our customers and communities by complying with this Policy.
- This policy will be reviewed annually. Progress and improvements will be tracked over time, and revisions will be communicated through the Group. Any questions or feedback on this policy can be directed to the EVP HR.

Intertek's Board of Directors has endorsed the Group Health, Safety and Wellbeing Policy and will review its implementation to ensure alignment with Intertek's strategic goals.

Authorised and signed by the Chief Executive Officer on behalf of the Board, Intertek Group plc.

**Name: André Lacroix**

**Signed:** 

**Date: 2 July 2026**