

# MODERN SLAVERY STATEMENT

intertek

Total Quality. Assured.

FOR AN EVEN BETTER WORLD



2023

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Version	Date	Amendment
1.1	18/08/2023	Addition of Intertek Moody entity. Additional of Asset Integrity Management entity

This statement, which meets the requirements of the Australian Modern Slavery Act 2018, describes the actions and intent of Intertek Australia Holdings Pty Ltd and any other relevant operating entities and our commitment to preventing modern slavery in all parts of our business and supply chains, as required under the Australian Modern Slavery Act 2018. This statement outlines the steps Intertek have taken to identify, assess and mitigate modern slavery risks, using the government's definition of "modern slavery," including slavery, forced labour, debt bondage, human trafficking and other forms of exploitation. We are implementing robust policies and procedures to ensure compliance with the Act, including conducting due diligence assessments of our suppliers and engaging with stakeholders to raise awareness and drive improvements in this area. We are dedicated to continuously improving our efforts to prevent modern slavery in our business and supply chains and are committed to transparency and accountability.

## INTRODUCTION

At Intertek, we work together to make the world a better and safer place for everyone. Our culture is built around strong values that guide our behaviours and our decision-making every single day.

*"Intertek continues to be a force for good bringing quality safety and sustainability to life"*

We do not tolerate any form of forced labour, child labour, slavery, human trafficking, physical punishment or other abuse in our own operations and supply chain. As the largest social compliance audit company globally, we are also proudly committed to support our clients' goals of eradicating modern slavery, ensuring their supply chains operate responsibly, respecting human rights and improving the lives of workers.

Modern slavery is an abhorrent crime that continues to affect the most vulnerable amongst us, including migrants, informal workers and women and children in poverty. Our 2023 Modern Slavery Act Statement outlines the steps we are taking in our own business, in our supply chain and through partnerships and advocacy to avert modern slavery and human trafficking.

This is Intertek's second statement on our efforts to prevent modern slavery in line with the requirements of the Australian of the Modern Slavery Act 2018.

Modern slavery is an ongoing global issue that requires businesses to be vigilant and take proactive measures to address. Intertek is committed to rejecting modern slavery and ensuring that our employees and suppliers share this commitment. However, Intertek recognises the importance of identifying opportunities for improvement and working closely with our suppliers to control, review, and improve our performance in combating the risk of modern slavery within our supply chains.

In 2018-2019, we began our journey towards developing policies, procedures, awareness, and stakeholder engagement to strengthen our approach to identifying and mitigating modern slavery risks for our clients, within our operations, and our supply chains. We remain committed to utilising our expertise and resources to drive progress in this area and hold ourselves accountable for continuously improving our efforts to combat modern slavery. This Modern Slavery Statement outlines our actions, progress, and commitments towards this important objective in Australia.

### Purpose

Bringing quality, safety and sustainability to life for an **Ever Better World.**



### Vision

Our Vision is to be the world's **most trusted** partner for Quality Assurance.



### Values

We are a global family that values diversity. We always do the right thing. With precision, pace and passion. We own and shape our future. We create sustainable growth. For All.

## OUR STRUCTURE

ACN: 001 722 854 | ABN: 56 001 722 854 | ACN: 124 892 879 | ABN: 74 124 892 879 (Co. 214) | ABN: 67 050 611 642

Intertek Australia Holdings Pty Ltd is a fully owned subsidiary of Intertek Group Plc, a globally recognised FTSE-Listed company that provides Total Quality Assurance services to various industries worldwide. Within Australia, Intertek has a vast network of laboratories, operational locations, and offices spanning over 35 locations. Intertek employs approximately 1,800 workers across various entities, including permanent, fixed contract, and casual employees.

## OUR GOVERNANCE STRUCTURE AND STRATEGY FOR MODERN SLAVERY

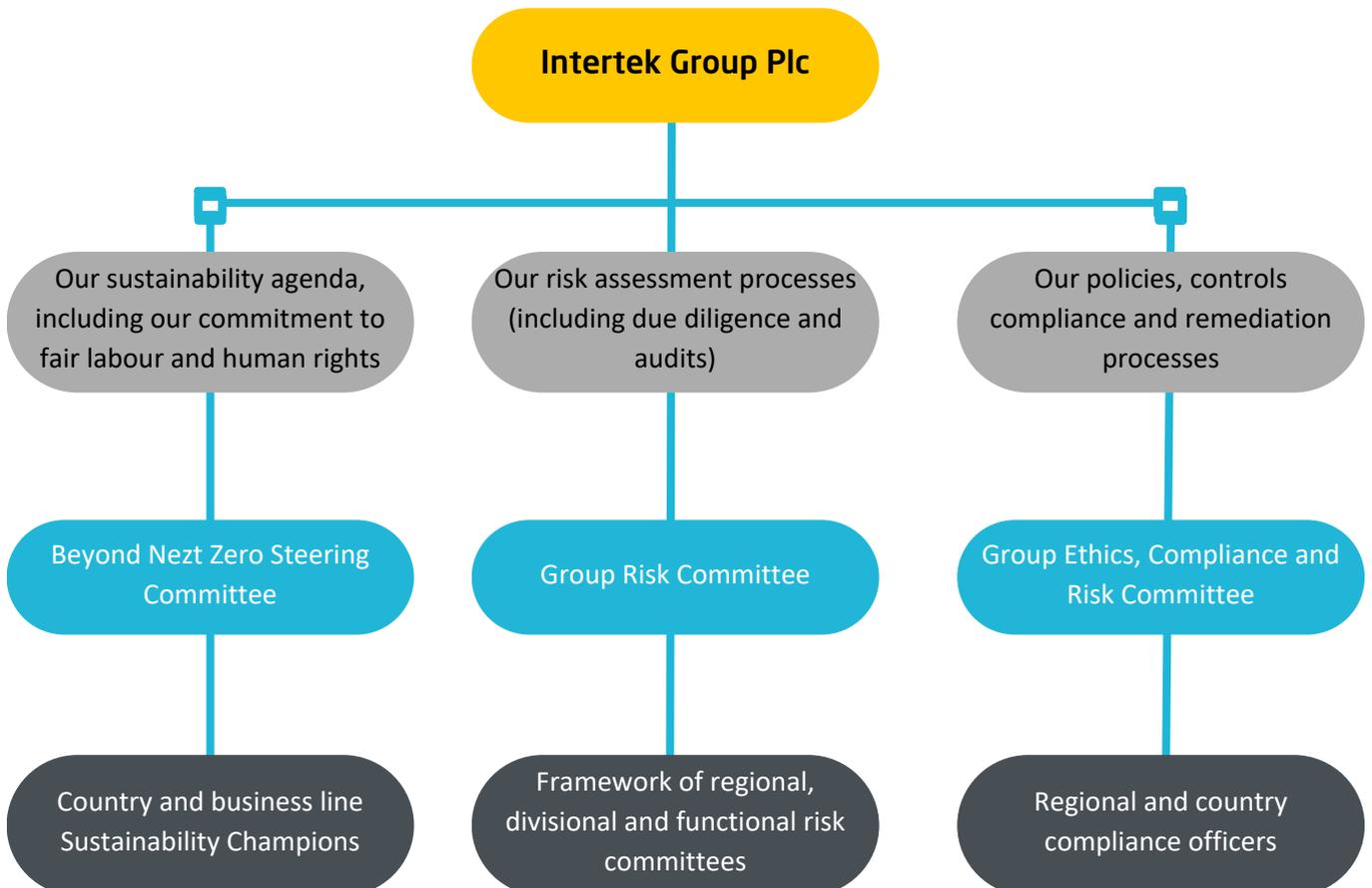
Our governance structure is core to our strategy for modern slavery and is based upon three pillars: our sustainability agenda, which includes our commitment to fair labour and human rights, both in our own operations and in the communities in which we operate; our modern slavery risk assessment process (which include our processes for due diligence and audit of suppliers); and processes for ensuring we comply with our policies and controls, with remediation actions taken as required.

These entities include:

- Intertek Minerals
- Caleb Brett
- Intertek Genalysis
- Intertek Geotech
- Chemical & Marine Services
- Probe Analytical
- Intertek AgriWorld
- Intertek SAI Global
- Intertek Moody
- Asset Integrity Management



As a leading provider of quality assurance services, Intertek is committed to upholding the highest standards of service excellence and compliance with global regulation



## OUR STRATEGY FOR MODERN SLAVERY

Combating modern slavery through our sustainability agenda: There is a network of Sustainability Champions across our major countries and business lines to develop global connectivity across our sustainability activities. Driving our regional strategies includes liaising with HR colleagues, who maintain best-in-class internal labour and human rights practices, regarding social sustainability metrics improvements. This gives us a network of dedicated colleagues with localised knowledge, language skills and contacts who can both assess our modern slavery risk and promote our zero-tolerance agenda internally, or externally through the work we do in the communities in which we operate. The work done by our Sustainability Champions is reviewed within our Beyond Net Zero Steering Committee. The committee has met regularly during the year and is chaired by the Group CEO and reports annually to the Board.

Assessing our modern slavery risk: we assess risks and identify mitigation plans across our operations and supply chains using a framework of regional, divisional and functional risk committees which report to the Group Risk Committee. These risk committees review the risks arising in their area of operations on a quarterly basis: any modern slavery risk which is identified, together with any applicable risk mitigation plan, will be reported to the Board as part of the quarterly report by the Group Risk Committee. Where our Compliance function carries out due diligence on, or an audit of, a supplier and concludes that there is a significant potential modern slavery risk, Group Risk Committee approval is required in order to proceed (and such approval will be contingent on a proper mitigation of the potential risk, such as increased contractual protections, site visits, interviews, etc.).

Ensuring compliance with our policies and controls on modern slavery, and taking remediation action: our Group Ethics, Compliance & Risk Committee has oversight of any breach of our policies or controls (including our Modern Slavery Policy, Labour and Human Rights Policy and our controls around suppliers). Any breach which is reported - using our third-party whistleblowing Hotline or any other communication channel - is escalated (subject to any perceived conflicts of interest) immediately to the Group Ethics, Compliance & Risk Committee, which therefore provides oversight of modern slavery issues, demonstrates a robust anti-slavery stance at the highest level, and sets a “tone from the top” zero-tolerance approach to modern slavery in our business and supply chains. Any reported modern slavery allegation is investigated by our Compliance function. This function is independent of our operational business and reports directly to our Group General Counsel. Any issue which is reported and found to be substantiated would be followed by appropriate sanctions in line with our zero-tolerance approach (including disciplinary measures, termination of contract and reporting to the authorities, as relevant).

## OUR OPERATIONS

Intertek is a global leader in quality assurance, testing, inspection, and certification services, operating in over 100 countries worldwide, including Australia. In Australia, Intertek provides a wide range of services across various industries, including agriculture, construction, mining, oil and gas, and consumer goods.

Intertek's Australian operations are focused on delivering high-quality services that help customers meet regulatory requirements, improve safety, and minimise risk. The company provides a range of services in the areas of quality management, environmental management, health and safety, and social responsibility. These services include testing, inspection, certification, auditing, training, and consulting services.

One recent and significant aspect of Intertek's Australian operations is its integration with SAI Global. Intertek acquired SAI Global Assurance in 2019, which has allowed the company to expand its service offering in the region. SAI Global is Australia's leading auditing and certification services provider for various international standards, such as ISO 9001 (quality management) and ISO 14001 (environmental management).

Intertek's Australian operations are committed to upholding ethical practices and ensuring its operations and services are free from any form of modern slavery. The company has a zero-tolerance policy towards slavery and human trafficking. It is committed to working with its suppliers and customers to prevent these practices from occurring in its supply chains. In addition, Intertek regularly reviews and updates its policies and procedures to ensure compliance with relevant laws and regulations, including the Modern Slavery Act 2018 (Cth).

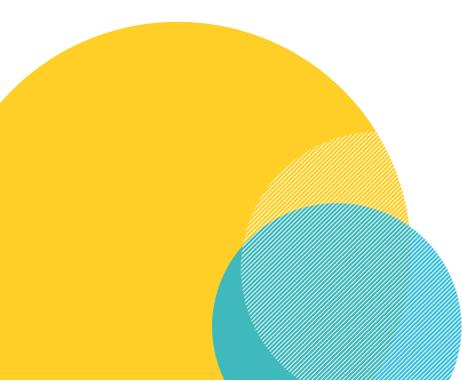
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**MINERALS** Intertek's Minerals division in Australia provides inspection, testing, and certification services to the mining industry. The division offers a range of services, including mineral assay, metallurgical testing, and cargo inspection, to help customers ensure the quality and safety of their products and operational activities. Intertek's Minerals division in Australia has a team of experienced professionals who use advanced technology and techniques to deliver accurate and reliable results. The division's focus on safety, quality, and compliance makes it a trusted partner for the mining industry in Australia.

**AGRIWORLD** Intertek Agri Services provides testing and inspections of agricultural commodities. We operate at every stage in the agricultural product journey. We are recognised experts with in-depth knowledge of market conditions, trade flows and related regulations, as well as of the technical aspects of their specialist products.

**EXPLORATION & PRODUCTION** Intertek Australia's E&P division provides technical services to support the oil and gas industry, including drilling, well engineering, and reservoir engineering. In addition, the division offers expertise throughout the lifecycle of projects and supports environmental and regulatory compliance.

**NDT** Intertek's NDT division provides testing services to ensure the safety and quality of products and structures in various industries, such as aerospace, construction, energy and oil and gas. The division uses advanced techniques to detect flaws in materials without damaging them, offering various testing services such as ultrasonic and radiographic testing. Intertek's NDT division is committed to adhering to strict safety protocols and international standards while using state-of-the-art equipment to provide accurate and reliable results.



**CALEB BRETT** Intertek's Caleb Brett division provides inspection and testing services for the oil, gas, and petrochemical industries. The division offers a range of services, including cargo inspection, laboratory testing, and technical inspection, to help customers ensure the quality and safety of their products. Intertek's Caleb Brett division has a global presence and a team of experienced professionals who use advanced technology and techniques to deliver accurate and reliable results.

**INTERTEK MOODY** Companies in diverse industries require a technical services partner that is committed to helping them meet quality, safety and reliability requirements. We provide assurance and mitigate risks through pioneering innovations and integrated services such as vendor inspection, expediting, technical auditing, resource solutions, and project management assistance. Utilizing services such as these help companies maximize efficiency and ensure the quality of their products, processes, and assets.

**ASSET INTEGRITY MANAGEMENT** For organizations that operate power plants, refineries, chemical plants, utilities/civil infrastructure and manufacturing sites, maintaining and protecting the operational integrity of their facilities and equipment is a high priority in delivering their product to consumers and clients. Utilizing technical service such as risk-based inspection, 3D laser scanning, dimensional control, engineering, predictive analytics, asset performance management software and more, Intertek provides Asset Integrity Management support to infrastructure, facilities, and equipment through all stages of the project lifecycle.

**BUSINESS ASSURANCE** Intertek's Business Assurance division, including Intertek SAI Global, provides certification, auditing, and training services for various industries, including food and beverages, healthcare, aerospace, automotive, and information technology. Their aim is to help organisations improve their management systems, processes and supply chain compliance, performance and visibility by providing assessments, certifications and training for international standards and best practices, such as ISO 9001, ISO 14001, ISO 27001, ISO 45001, Food Safety Certification and Product Certification services along with a range of 2nd party supply chain management assessment in the quality, food safety and corporate social responsibility areas. In addition, the division also offers sustainability services to help organisations manage their (ESG) environmental, social, and governance risks.

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## OUR SUPPLY CHAIN

Intertek Australia's procurement strategy heavily focuses on laboratory purchases for consumables, hardware, and equipment across Australasia. We also procure general business items and services, including labour-hire, through our preferred partnerships with over 100 vendors at the national level. Our vendor list includes suppliers of industrial gases, safety wear, business air travel, accommodation, consumables, industrial service assistance, and more.

We operate in all major cities in Australia, as well as various regional and remote locations. When necessary, we engage local goods and services, such as waste management, electrical services, and cleaning services.

Our vendors are categorised based on their importance and dependence to our business operations. Critical vendors, such as utility suppliers, travel providers, office rental companies, equipment suppliers, and service managers, are chosen based on longer-term relationships and are periodically reviewed for quality, pricing, compliance, and other factors dependent upon contract or lease terms. The majority of our vendors have Australian shopfronts or bases.

Local suppliers are reviewed periodically based on the amount of business we conduct in that specific location and are typically changeable based on the duration of the tender and operations for that particular customer. Therefore, we limit our exposure to short-term vendors to ensure the stability of supply unless the operations or quality of supply changes.

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## RISK OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAIN

As part of our due diligence process, Intertek is undergoing a process of Identification (mapping) and assessment of risk associated with modern slavery within our operations and supply chains, including:

- We have identified potential risks by industry type that may exist within our supply chain in sourcing gases and materials and using services such as cleaning.
- We have identified certain employment types as a risk due to using seasonal labour and labour providers within our operations and supply chain.
- Risks also have been identified within our supply chain structure due to the potential for subcontracting products and services by our direct supplier base.
- Risks have been identified by geographical proximity in both our supply chain and operations due to operations and sourcing from regions identified as a heightened risk by the global slavery index.
- Product Risk is identified as a significant aspect due to the purchase of natural resources and by global indexes.

The highly skilled nature of our people (laboratory, office, inspector or auditor) means we believe there is minimal modern slavery risk in our operations. We have seasonal workers considered low-risk in-country and potentially some in higher-risk regional areas; however, we mitigate against this with good regulatory awareness, oversight and compliance. We believe that our onboarding, training, monitoring and reporting processes adequately mitigate the increased risk to these workers.

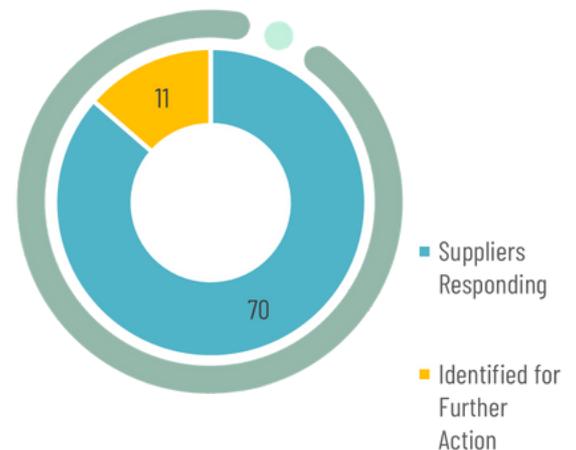
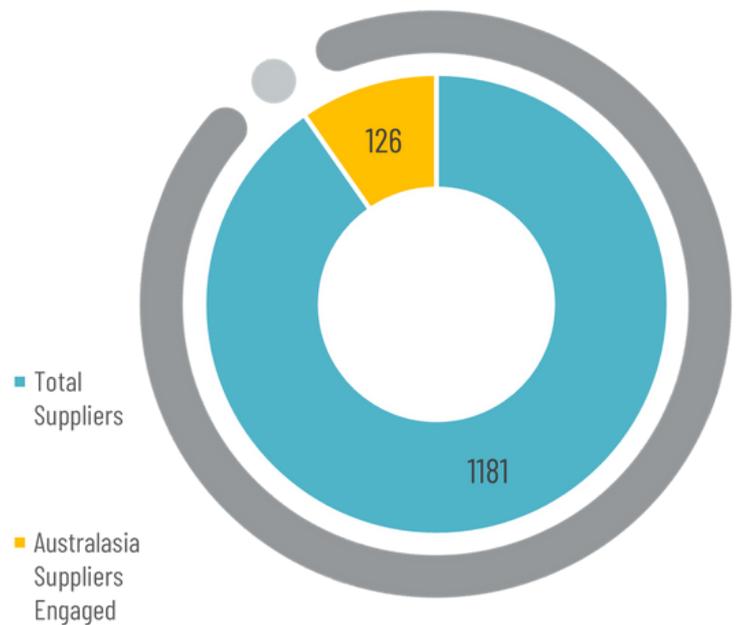
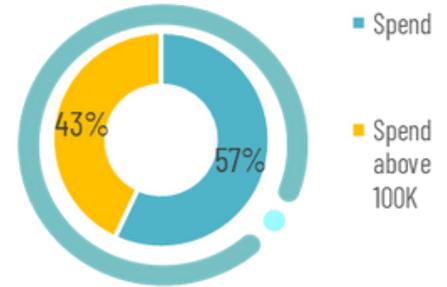
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## ACTIONS THAT HAVE BEEN TAKEN TO ASSESS AND MITIGATE MODERN SLAVERY RISKS

At Intertek, we take the issue of modern slavery seriously and are committed to identifying and addressing modern slavery risks within our operations and supply chains. We have taken several actions to assess and mitigate these risks, including conducting a thorough risk assessment, engaging with key stakeholders, and implementing policies and procedures to identify and address instances of modern slavery. We recognise that there is still much work to be done and remain committed to continuous improvement in our efforts to combat modern slavery.

We have made significant progress in ensuring transparency and accountability across our supply chain. As an initial step, we shared a questionnaire with approximately 96 suppliers, representing 75% of our annual spend. As a result, we have received a response from around 72% of these suppliers, with approximately 70 suppliers sharing the questionnaire back, including a few who have provided their own Modern Slavery Statement. We are pleased to note that the majority of suppliers who responded are below 100M in revenue, indicating that our focus on engaging with smaller suppliers is beginning to yield results. However, we recognise that approximately 19% of suppliers still have not responded, including one-off suppliers for new site sourcing. We will continue to engage with these suppliers over the coming months to encourage their participation and gain greater visibility into their practices.

Moving forward, we will conduct a further deep dive to identify potential risk areas and take appropriate action to address them. We remain committed to promoting ethical practices and ensuring that our supply chain is free from any form of modern slavery.



## ASSESSMENT OF EFFECTIVENESS OF ACTIONS

The Modern Slavery Committee, in conjunction with our senior management and key delegate stakeholders, have assessed the efficacy of all actions periodically to identify areas for continual improvement and establish strategic and operational plans to address any continual improvement requirements. This has included:

§We will review and assess our company's policies and procedures for identifying and addressing modern slavery risks.

- We will conduct a thorough risk assessment to identify potential modern slavery risks within our operations and supply chains.
- We will engage with key stakeholders, including suppliers, employees, customers, and appropriate non-government organisations, to understand their perspectives on our company's efforts to address modern slavery.
- We will evaluate the effectiveness of our training and awareness-raising initiatives on modern slavery issues.
- We will review our due diligence processes to ensure they are adequate for identifying and addressing modern slavery risks.
- We will assess the effectiveness of our remediation measures for addressing instances of modern slavery within our operations and supply chains.
- We will measure and report on the outcomes and impacts of our efforts to address modern slavery, including progress against our stated goals and targets.
- We will review and incorporate feedback from external stakeholders on our modern slavery statement and related actions.
- We will continuously monitor and review our efforts to address modern slavery risks and adapt our strategies and actions as necessary.

We will engage with other companies, industry associations, and government agencies to share best practices and collaborate on efforts to address modern slavery. Intertek – is a leading provider of social responsibility solutions that will utilise internal expertise (qualified internal and external corporate social responsibility experts) and tools (Global Supplier Management "Inlight" platform) to ensure best practice in policy and procedure and the tracking and effectiveness of assessment and mitigation activities.

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## CONSULTATION OWNED OR CONTROLLED ENTITIES

As part of our commitment to preventing modern slavery in our business and supply chains, Intertek Australia Holdings Pty Ltd has consulted with all of our owned or controlled entities in Australia to ensure their understanding of the risks of modern slavery and the measures in place to mitigate those risks. We have engaged with these entities to identify potential risks and provide training and guidance on reporting any concerns.

Through ongoing consultation and collaboration, we aim to ensure that all of our entities in Australia are aligned with our commitment to preventing modern slavery and are actively working towards this goal.

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OUR POLICIES

POLICY	EXPLANATION	GOVERNANCE APPROVAL
<p><b>Modern Slavery Policy</b></p>	<p>Intertek is committed to upholding fundamental human rights and ethical business practices, including combating modern slavery and human trafficking in all its forms. The company's Modern Slavery Policy outlines its approach to preventing and addressing these issues within its operations and supply chain.</p> <p>The policy defines modern slavery as any form of forced labour, human trafficking, or exploitation of vulnerable individuals, including child labour. It affirms that Intertek is committed to respecting the human rights of all individuals impacted by its business activities and creating a work environment free from discrimination, harassment, and unfair treatment.</p> <p>Intertek has established a framework of internal controls, training, and monitoring to ensure compliance with its policy and applicable laws and regulations. This includes establishing a Modern Slavery Committee, conducting regular risk assessments, implementing supplier codes of conduct, and providing training and awareness programs to employees and suppliers.</p> <p>The policy also affirms Intertek's commitment to transparency and reporting, including providing annual statements outlining its efforts to prevent and address modern slavery and human trafficking in its operations and supply chain.</p> <p>Intertek's modern slavery policy reflects its commitment to ethical business practices and respect for fundamental human rights. It outlines specific measures to prevent and address modern slavery and human trafficking in its operations and supply chain.</p>	<p><b>Group Ethics, Compliance &amp; Risk Committee</b></p> <p><b>Board of Directors</b></p>

<p><b>Labour &amp; Human Rights Policy</b></p>	<p>Intertek's Labour and Human Rights Policy outline the company's commitment to respecting and promoting the human rights of all individuals involved in its operations, including employees, contractors, and suppliers. The policy affirms that Intertek recognises the importance of upholding fundamental human rights, including freedom of association, eliminating forced and child labour, and preventing discrimination and harassment.</p> <p>The policy also establishes guidelines for Intertek's suppliers, requiring them to respect the same human rights standards as Intertek. In addition, the company expects its suppliers to operate ethically, comply with all relevant laws and regulations, and promote safe and healthy working conditions.</p> <p>Intertek's Labour and Human Rights Policy also include a commitment to providing training and education to employees to ensure they are aware of the policy's requirements and expectations. Additionally, the policy commits Intertek to investigating and addressing any instances of non-compliance with the policy or human rights abuses.</p> <p>Overall, Intertek's Labour and Human Rights Policy reflect the company's commitment to responsible business practices and upholding the dignity and rights of all individuals involved in its operations.</p>	<p><b>Group Ethics, Compliance &amp; Risk Committee</b></p> <p><b>Board of Directors</b></p>
<p><b>Code of Ethics</b></p>	<p>Intertek's Code of Ethics is a set of principles and values that guide the company's actions and behaviour. The Code of Ethics sets out the standards of behaviour that Intertek expects from its employees and business partners, including its suppliers and contractors.</p> <p>The Code of Ethics includes various topics, such as business integrity, conflicts of interest, anti-corruption, competition law, health and safety, environmental responsibility, and human rights. The Code of Ethics also covers data privacy and protection, intellectual property, and confidentiality.</p> <p>The Code of Ethics is designed to promote a culture of integrity, honesty, and accountability at Intertek and to ensure that the company operates responsibly and ethically. The Code of Ethics is mandatory for all Intertek employees and is expected to be followed by the company's business partners.</p> <p>The Code of Ethics is regularly reviewed and updated to ensure it remains relevant and effective in guiding Intertek's conduct. The company also provides training and support to its employees and business partners to ensure they understand and comply with the Code of Ethics.</p>	<p><b>Group Ethics, Compliance &amp; Risk Committee</b></p> <p><b>Board of Directors</b></p>

## REPORTING A BREACH OF OUR POLICIES; INVESTIGATION & REMEDIATION

We provide 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 such as modern slavery.

All reports received through our Hotline are fully investigated by our Compliance function, which is independent of our operational businesses. Unless there is a conflict of interest, all reports are also notified immediately to our Group Ethics, Compliance & Risk Committee which includes our Group CEO, 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. All 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 processes require that any report of modern slavery, however communicated to us: would be escalated immediately to our Group CEO and to the Group Ethics, Compliance & Risk Committee; would be investigated by our Compliance function; and would typically result in an investigation being concluded and (if substantiated) remediation actions being proposed and implemented within 7 – 14 days.

## OUR CONTROLS

We have established a robust system of controls and procedures to identify and prevent any potential risks of modern slavery within our supply chain. The following table outlines the key controls we have implemented to support this effort.

CONTROL TYPE	
<p><b>Controls our own business and operations</b></p>	<p>At Intertek, we have established a minimum internal controls framework encompassing financial, operational, and compliance controls to ensure compliance with our policies regarding modern slavery. Our controls include supplier due diligence, onboarding contractors and subcontractors, reporting issues related to modern slavery, and more. We have assigned responsibility for controlling, monitoring, and overseeing these controls at the local/country, regional, and group levels to ensure their effective implementation.</p>
<p><b>Controls our suppliers of goods and services and other business partners</b></p>	<p>As part of our commitment to combat modern slavery in our supply chain, we perform due diligence on our suppliers and expect them to comply with our policies and agreements, including our Modern Slavery Policy, Code of Ethics and Labour and Human Rights Policy. We require potential suppliers to explain their engagement with matters related to modern slavery, and our standard contracts contain terms that mandate compliance with our policies. We acknowledge that contractual terms alone do not guarantee compliance, but they set expectations and promote appropriate behaviours. Our Code of Ethics is reinforced with our business partners, including contractors, sub-contractors and suppliers, who are required to commit to its principles before we enter into contracts with them. Breaches of our policies result in appropriate actions, including termination of contracts or agreements.</p>
<p><b>Controls our recruitment processes and people matters</b></p>	<p>To address the risk of modern slavery and child labour within our workforce, we have established a minimum internal control framework that includes controls on our recruitment processes, policies on workplace diversity, inclusion, freedom from discrimination, and fair labour. The controls are monitored and overseen by our Group People Risk Committee. In addition, we conduct due diligence on prospective employees and recruitment agencies to ensure compliance with our policies. All our employees are of legal age to work in our global teams, and we take measures to prevent modern slavery or slavery-like practices within our workforce.</p>

## OUR ASSURANCE / AUDIT PROGRAMS

Intertek has established an assurance program that covers audits and risk management measures at every stage

We are committed to continuously improving our assurance programs to meet and exceed industry standards and best practices.

This program includes assurance and audits on our operations, supplier audits, and our in-house end-to-end risk management platform, Inlight. We identify and mitigate potential risks through these measures and take concrete actions. While we are proud of our steps, we recognise this process is ongoing.

ASSURANCE/AUDIT TYPE	
<b>Assurance/audits of our operations</b>	To ensure that our internal policies and controls effectively address the risks of modern slavery, we conduct an annual management self-certification and a program of audits by our Internal Audit and Compliance functions. In addition, our Compliance function conducts announced and unannounced site audits, while Internal Audit typically performs announced audits. As part of our ongoing efforts, we also plan to conduct WCA Audits on our sites and operations using a risk-based approach.
<b>Assurance/audits on our supply chain</b>	For our accredited Certification bodies, laboratory contractors and sub-contractors, the relevant accreditation body conducts a formal audit process, including on-site visits, at regular intervals.
<b>Supplier Audits</b>	Intertek's Workplace Conditions Assessment (WCA) program is to identify issues within our supply chain and improve labour conditions in our global supply chain. The program comprehensively assesses workplace conditions, including labour practices, health and safety, and environmental management. It includes on-site audits, worker interviews, and document reviews to identify and address potential risks and areas for improvement. The WCA program also provides training and capacity building for suppliers to enhance their understanding of labour standards and compliance requirements. Through the WCA program, Intertek aims to promote responsible business practices and help our suppliers set and achieve sustainability and social compliance goals.
<b>Inlight end-to-end risk management platform</b>	Using the Inlight platform, we're able to track and assess social compliance risks across our supply chain, helping us identify areas where improvements are needed. The platform provides a powerful tool to analyse and report on our suppliers' social compliance performance and collaborate with suppliers on corrective actions. One of the key features of the Inlight platform is its ability to capture data in real time, giving us an up-to-date view of social compliance risks in our supply chain. The Inlight platform is critical in addressing modern slavery and other social compliance risks in our supply chain. By leveraging the platform's powerful capabilities, we can ensure that our suppliers meet our high ethical and sustainable practices standards.

## DUE DILIGENCE OF SUPPLY CHAIN AND SUPPLIERS

Intertek Australia Holdings Pty Ltd is committed to preventing modern slavery in our supply chains. We have implemented a due diligence process for our suppliers as part of this commitment. We use a risk-based and tiered approach to determine the level of due diligence required, taking into account factors such as the nature and complexity of the goods or services being supplied, the country of origin, and the supplier's size and structure.

Our due diligence process includes an initial assessment of the potential risks of modern slavery in our supply chains and suppliers. We assess potential risks based on publicly available information, such as country-specific, industry, and supplier-specific risks. We conduct additional due diligence for high-risk suppliers, including site visits, audits, or requests for additional information.

We also require our suppliers to complete a modern slavery questionnaire, which includes questions about their policies and practices related to modern slavery. We review the responses and follow up with suppliers if we identify any potential concerns.

Our due diligence process is regularly reviewed and updated to remain effective and aligned with best practices. We are committed to improving our due diligence processes to prevent modern slavery in our supply chains and suppliers.

### DUE DILIGENCE PROCESS

<b>Inherent Risk Assessment</b>	<p>An enhanced risk-based approach is being adopted to identify and assess the potential risks of modern slavery in the supply chain. The risk assessment considers factors such as the nature and complexity of goods or services, the country of origin, and the supplier's size and structure.</p>
<b>Policies and Procedures</b>	<p>As this statement outlines, Intertek has policies and procedures to prevent modern slavery in our operations and supply chains. These include guidelines for due diligence, risk management, and reporting mechanisms for identifying and addressing any instances of modern slavery.</p>
<b>Supplier Engagement</b>	<p>Intertek currently and will continue to enhance our engagement with our suppliers to promote awareness of modern slavery and to ensure that their suppliers are taking steps to prevent modern slavery in their own operations and supply chains. We encourage this engagement to include supplier assessments, site visits, and training programs.</p>
<b>Monitoring and Review</b>	<p>Due diligence is an ongoing process, with regular monitoring and review of suppliers to identify and address any instances of modern slavery. Intertek continues to develop its approach and is implementing systems (Intertek Inlight Platform©) in place to track suppliers' compliance with modern slavery policies and procedures, identify areas of improvement and take action where required through an initial mechanism of Workplace Conditions Assessments (WCA) utilising our global network of APSCA Accredited Certified Social Compliance Auditors.</p>
<b>Reporting</b>	<p>Intertek and its related subsidiaries report on their due diligence efforts and any instances of modern slavery identified in their supply chains. This reporting aims to be transparent and to include information on the steps taken to address any identified instances of modern slavery.</p>

## 2022 / 2023 FOCUS SUMMARY

Intertek is committed to taking the necessary steps to ensure compliance with the Australian Modern Slavery Act and to eradicate modern slavery from our supply chain. We recognise the importance of this issue and are committed to continuously improving our efforts in this regard.

To achieve our goals, we have developed a comprehensive action plan that outlines specific steps and measures to be taken, as practicable, to identify, prevent and mitigate modern slavery risks in our operations and supply chains. Our focus is on achieving our objectives while continuously improving our processes.

Our action plan includes ongoing engagement with our suppliers and partners, who are crucial in our efforts to combat modern slavery. We are committed to working collaboratively with them to promote responsible and sustainable business practices and to ensure that our supply chain is free from any forms of modern slavery.

We are also committed to implementing robust policies and procedures, conducting regular employee training and awareness programs, and ensuring that our due diligence processes are rigorous and effective.

As part of our commitment to transparency and accountability, we will regularly review and report on our progress towards compliance with the Australian Modern Slavery Act and eradicating modern slavery from our supply chain. We will also seek input from our stakeholders and external experts to ensure our efforts align with best practices and international standards.

We are taking practical steps to achieve our objectives while continuously improving our efforts. We believe this issue requires a collaborative effort, and we are committed to working with our suppliers, partners, and stakeholders to impact society positively.

## KEY ACTIONS

### 2022/ 2023

- Annual management self-certification and audits by Internal Audit and Compliance functions to ensure internal policies and controls effectively address modern slavery risks within our operations.
- Formal audits by accreditation bodies regularly for contractors and sub-contractors who are accredited laboratories within our supply chain.
- Adoption and implementation of Intertek Sustainability Procurement Policy and Supplier Code of Conduct to establish common expectations for suppliers on human rights and labour issues, including modern slavery.
- Integration of Intertek SAI Global suppliers into the established supplier profile and ongoing risk assessments.
- Active monitoring of suppliers through broadened risk assessments, in-depth self-assessments, audits, and continual improvement plans to identify and remediate modern slavery risks.
- Use the Intertek end-to-end risk management platform, Inlight, to manage and assess modern slavery risks across our operations and supply chain.
- Use Intertek's WCA audit programs to audit our operations and suppliers for modern slavery risks.

## SUMMARY OF PROGRESS

### KEY ACTIONS

<p><b>2018 – 2019</b></p>	<ul style="list-style-type: none"> <li>• Identify Group's human rights responsibilities and priorities, including modern slavery risks.</li> <li>• Establish Modern Slavery Committee to develop a Group Framework.</li> <li>• Develop an action plan with timelines to prevent and address modern slavery risks.</li> <li>• Review the need for operational and supplier codes of conduct for modern slavery compliance.</li> <li>• Revise and audit supplier agreements to align with the modern slavery framework.</li> <li>• Establish a communication plan for modern slavery obligations and commitments.</li> <li>• Review policies and procedures to enhance modern slavery protections.</li> <li>• Integrate modern slavery commitments with Intertek Group's efforts.</li> <li>• Provide modern slavery training to all employees as part of annual and new-joiner training.</li> <li>• Offer independent third-party whistleblowing Hotline for reporting ethical, integrity, or compliance issues, including modern slavery violations.</li> </ul>
<p><b>2019-2020</b></p>	<ul style="list-style-type: none"> <li>• Implemented modern slavery training for key personnel, leaders, and managers.</li> <li>• Generated Supplier List with expenditure values.</li> <li>• Matched ITK AU reporting needs with BA Service Offering.</li> <li>• Conducted supply chain analysis, risk ranking, and supplier questionnaire.</li> <li>• Compiled key risk indicators and evaluated existing Intertek measures and controls.</li> </ul>
<p><b>2020 - 2021</b></p>	<ul style="list-style-type: none"> <li>• Conducted risk assessment of identified suppliers and requested self-assessment of social, environmental, and health &amp; safety processes.</li> <li>• Contacted suppliers for response to Modern Slavery Act guidelines.</li> <li>• Established audit protocol for suppliers, partners, and service agreement companies.</li> <li>• Established internal expenditure and commitment tracking.</li> </ul>



## Total Quality. Assured.

As a responsible corporate entity, Intertek is committed to taking concrete actions towards combating modern slavery, which is a serious global issue that affects vulnerable individuals and communities. We recognise that modern slavery poses a significant risk in our operations and supply chains and take this risk seriously. Therefore, we have carefully reviewed and compiled this Modern Slavery Statement in accordance with Part 2 – section 11 of the Modern Slavery Act 2018.

We declare that the information contained in this statement is accurate and reflects our sincere efforts to address modern slavery risks within our operations and supply chains. We acknowledge our responsibility to take decisive action to prevent and mitigate modern slavery risks, and we are dedicated to continuously improving our efforts in this regard.

Our commitment to combatting modern slavery extends beyond this statement and is ingrained in our corporate values and culture. We have implemented policies, procedures, and controls to prevent modern slavery, and we continually evaluate and enhance these measures to ensure their effectiveness. We also engage in ongoing training and awareness-raising initiatives to educate our employees and stakeholders about modern slavery risks and how to identify and address them.

We recognise that eradicating modern slavery requires a collaborative effort, and we are committed to working with our suppliers, partners, and industry peers to promote responsible and sustainable business practices. We will continue prioritising this issue and investing resources to uphold our commitment to combat modern slavery.

This statement represents the Intertek Group's slavery and human trafficking statement for the financial year ending 30 June 2023. It was approved by the Board of Intertek Holdings Australia Pty Ltd on 1 June 2023, and we will publish it on our website for public transparency and accountability.

Anand Shankaran  
VP HR Intertek Asia Pacific

Intertek Testing Services (Australia) Pty Ltd  
1 June 2023

