

# RAPPORT – AKTSOMHETSVURDERING 2022

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# AKTSOMHETSVURDERING FOR INTERTEK I NORGE

## INNLEDNING

Intertek plc et globalt konsern med tilstedeværelse i mer enn 100 land. Intertek sin virksomhet krever at konsernet har en dyp innsikt i risikofaktorer knyttet driften. Dette ivaretas gjennom konsernets obligatoriske samsvarskrav knyttet til blant annet bærekraft både miljømessig og sosialt.

Intertek West Lab AS er en bedrift med hovedkontor i Tananger, hvor kjernevirksomheten er laboratorietjenester og fiskal kalibrering for olje og gas industrien i Norge.

Intertek Certification AS og Intertek Inspection Services Scandinavia AS er lokaliserte I Sandefjord og tilbyr henholdsvis ISO sertifisering og tekniske inspeksjonstjenester

Morselskapet Intertek group plc eier 100% av Intertek Holding Norge AS som igjen er ene-eier av tre virksomheter i Norge.



## INTERTEK GROUP PLC ANNUAL REPORT 2022

### “Inclusion, diversity and equality

At Intertek, achieving ever better performance depends on being constantly open to pioneering new ideas that enable us to improve what we do and how we do it. For us, this means having an organisation that is truly diverse and inclusive.

Intertek has a history that goes back over 130 years, evolving from the combined growth of a number of innovative companies from around the globe. Diversity has always been at the heart of who we are and will continue to provide the power behind our success in the future. With team members from over 100



countries – all with different backgrounds, cultures and beliefs – our diverse workforce makes us the leading company we are today.

To achieve the optimum mix of skills, backgrounds and experience, workforce diversity needs to go beyond discussing the percentage of women to also include other diversity indicators. As a business we want to ensure that we have the right capabilities to deliver our strategy. We recognise the value that individuals of different backgrounds and capabilities bring to the business.

Our diverse workforce helps us to understand, communicate and trade with our vast client base through their understanding of local issues and cultures. They add value in assuring our services are tailored to our customer needs, which underpins sales growth, customer retention and satisfaction.

We demonstrate that we are an inclusive and diverse global family by applying all employment policies and practices in a way that is informed, fair and objective. This covers all policies relating to recruitment, promotion, reward, working conditions and performance management. Our Inclusion and Diversity policy facilitates a culture of inclusiveness where people are able to perform at their best, where their views, opinions and talents are respected, harnessed and not discriminated against.

## We are committed to maintaining the highest standards of fairness, respect and safety.

### Gender diversity

We are determined to develop and retain more women in senior roles. Our goal Improving gender balance is critical for us. We continue to focus on gender diversity by attracting, developing and retaining more talented women, particularly at senior levels. We continue to pursue our goal to increase the number of women in senior management roles to 30% by 2025.

We ensure that men and women are paid equally for doing equivalent roles and we are committed to a number of measures to ensure we provide an energising workplace, free of any gender bias, where employees can flourish based on their talent and effort.

To strengthen this, we ensure that our shortlists of external hire candidates have a balance of gender diversity. We remain committed to equality, and provide flexible working where possible and provide mentorship to women to address the gap in gender numbers at senior levels.

	2022 <sup>1</sup>		2021 <sup>1</sup>	
	Male	Female	Male	Female
Board	7	4	6	3
Executive Management Team ('Exec') <sup>2</sup>	19	2	17	2
Direct reports ('DR')	198	55	207	65
Combined: Exec + DR	217	57	224	67
All Employees	28,357	15,240	28,385	15,678

1. Data relating to the Board and all employees is as at 31 December and the Exec and DR as at 31 October of each year.  
 2. As defined by the FTSE Women Leaders Review. This comprises the CEO and his direct reports (N-1).



## **Talent across all generations**

We value all of our colleagues, regardless of age, and have practices in place to develop and retain workers of all ages.

Our goals: We will continue to develop proactive approaches to recruitment to ensure we have an age-diverse and balanced employee age profile.

Metrics and performance: 60% of our global TQA Experts are under the age of 40.

The technical expertise needed in many parts of our complex business is acquired over several years. This is reflected in the overall average age of 39.

We will continue to promote and endorse fair, consistent and thoughtful working practices that are in accordance with our Values.

At Intertek, we are proud to be an equal opportunities employer. We consider all qualified applicants for employment regardless of gender, ethnicity, religion, age, disabilities and other protected characteristics.

## **Disability inclusion, Adopting a universal design mindset.**

Our goals: To adopt a disability inclusive mindset as well as deliver on our commitment to the Valuable 500. This is centred around incorporating disability inclusion criteria into the full spectrum of products and services we offer our clients.

Metrics and performance: We believe that in order to create rapid, system-level change specific to disability inclusion and equity, we must actively seek out opportunities to collaborate with other businesses who hold the same values and are equally committed to affecting change.

We also recognise the gaps in the global business community's knowledge of employees with disabilities and are supportive of the call for greater visibility of the current state of affairs.

We are looking to broaden the adoption and disclosure of relevant KPIs that will help to create a consistent and comparable baseline from which to measure progress on disability inclusion.

We have taken the first steps to assess the availability of data internally recognising the complexities of disability data and will progress this further in 2023.



## INTERTEK SINE NORSKE FORETAK

Tabell 1a Oversikt over kjønnsfordeling Intertek West lab AS

	2022		2021	
	MENN	KVINNER	MENN	KVINNER
Styret	2	1	2	1
Ledergruppe	3	3	3	3
Alle med lederfunksjon	7	4	7	4
Alle ansatte	61	44	60	45

Tabell 1b Oversikt over kjønnsfordeling Intertek Inspection Services Scandinavia AS

	2022		2021	
	MENN	KVINNER	MENN	KVINNER
Styret				
Ledergruppe				
Alle med lederfunksjon				
Alle ansatte				

Tabell 1c Oversikt over kjønnsfordeling Intertek Certification AS

	2022		2021	
	MENN	KVINNER	MENN	KVINNER
Styret	2	1	2	1
Ledergruppe				
Alle med lederfunksjon				
Alle ansatte	3	1	3	1