

# Built on Trust – Engineered for Success

IDEX Code of Business Conduct and Ethics



**IDEX**  
CORPORATION



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## A Letter from Our CEO

### It All Comes Back to Trust

At IDEX, we solve our customers’ most mission-critical problems as a trusted solutions provider. We draw strength from our diverse group of manufacturing companies, which span the globe. Together we share a common commitment to ethics and integrity that resonates globally, and from which we never waver. Doing the right thing is at our core, every day and in everything we do. We live our values of **Trust, Team, and Excellence**, which form the foundation of our culture.

Each of us across IDEX must uphold these standards and do things the right way. Winning business fairly and ethically in the marketplace and treating all people with respect are traits engrained in our company culture. It is how I live my life and how we expect everyone at IDEX to conduct themselves.

This IDEX Code of Business Conduct and Ethics (“the Code”) demonstrates our high ethical standards. It guides us in doing what is right for our customers, employees, business partners, and communities. It helps us remain committed to our culture, to making ethical decisions, and to putting our policies into practice every day.

The Code also brings awareness to activities and behaviors that could harm our company. We all have a responsibility to speak up if we see or experience anything that might violate our Code or our policies. Consider the Code your first stop when you have questions about what is right or what you should do. If you cannot find the answers you are looking for here in the Code, or you need to report an issue, do not hesitate to ask for help from your manager or to contact one of the additional resources provided.



Thank you for all you do for IDEX and the customers we serve. No matter where you work or what your role is, honor your commitments as a member of our team. Always remember, the first of our IDEX Values is “Trust.” Together, living with integrity enables us to succeed as a business **Built on Trust – Engineered for Success.**

Eric D. Ashleman  
*Chief Executive Officer and President*

# Trust Team Excellence

## We Do the Right Thing

At IDEX, we conduct business with honesty, fairness, and integrity. We do the right thing, with ethical conduct at the core of everything we do. Through these principles, we have created a strong culture of ethical performance.

We named our global Code “**Built on Trust – Engineered for Success**” for a reason. As a company committed to solving our customers’ mission critical problems, our success comes when we work together as a team and live our values of Trust, Team, and Excellence.

### How do we do the "right thing" at IDEX?

**We Build Trust:** We deal with all stakeholders honestly and with transparency in our decision-making, we make decisions based on the merits, and we seek fair resolutions.

**We Act with Integrity:** We win business fairly, never compromising on integrity, safety, or quality, and we communicate honestly.

**We Show Respect:** We respect each other and take appropriate steps to protect our coworkers, customers, and company, and we consider others involved and how they might be affected when making decisions.

**We SPEAK UP:** We [SPEAK UP](#) when we see something that is not right.

At IDEX, we do the right thing even when no one is watching and regardless of outcomes. It is who we are and how we conduct business.

## We Commit to Our Culture of Compliance

We require all employees, officers and directors to understand the Code and commit to maintaining a culture of ethics and compliance. The Code is our commitment to one another and to the stakeholders we serve. These values are the compass that defines who we are, guides our decisions, and influences how we operate.



The Code outlines our commitment to conduct business with **honesty, fairness, and integrity** and to comply with all laws and regulations.

The Code is rooted in our **Values** of **Trust, Team, and Excellence** and defines the ethical standards to which our employees and business partners should adhere.

### TRUST

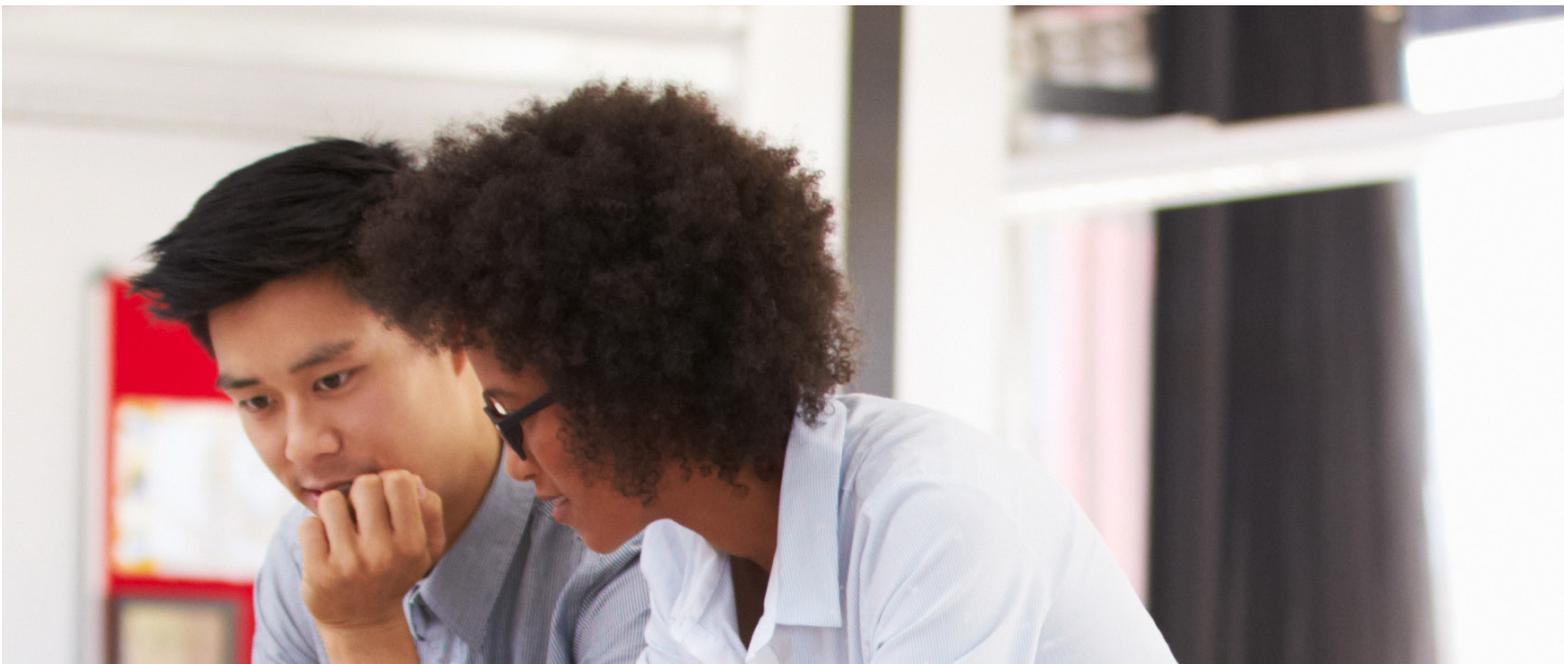
- Make and keep commitments
- Be credible, competent, and transparent with facts
- Act with courage, candor, and compassion

### TEAM

- Win together with integrity
- Embrace diversity
- Place service before self

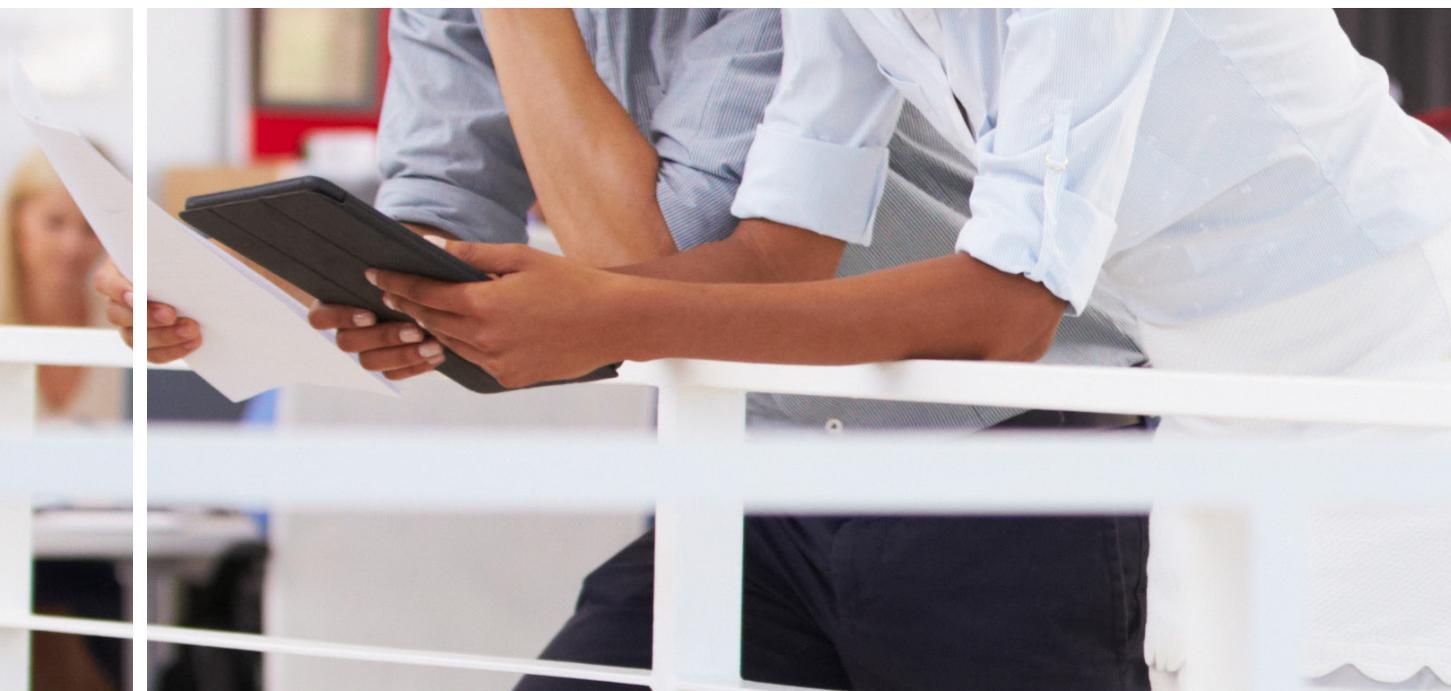
### EXCELLENCE

- Exercise discipline and focus
- Make a positive impact
- Build a legacy of greatness



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## About the Code

The Code contains important information and resources to help us conduct business legally, ethically, and in accordance with our values, applicable laws and regulations, and company policies. You are expected to be familiar with the Code and have it guide your conduct on a daily basis.

In the Code, you will find:

- Guidance and expectations on how to behave in certain situations
- Samples of ethical dilemmas and decision-making tools
- Links and references to policies and procedures

Although it is not meant to provide an answer to every question we may face in the workplace, it lays the groundwork for how we treat each other, our customers, our suppliers and everyone else we encounter in the business community.

In short, we use the Code to help put our values into practice.



### Who Has to Follow the Code?

**We all do.** The Code applies to everyone – officers, directors, and employees at every level of our company, and at all of our businesses around the world.



### Where Does the Code Apply?

**Our Code applies globally.** IDEX conducts business in numerous countries around the world. As a multi-national company, we are required to comply with all laws and regulations in the countries in which we are located and conduct business.

It is not always easy to know the right thing to do in the complex international business environments in which we operate or in every situation we face. When in doubt, [SPEAK UP](#) and ask for help.

If you believe there is a conflict between the laws that apply, or you do not understand which laws govern a particular situation, contact the [IDEX Legal and Compliance Department](#) before you take action.



### Key Policies

In addition to the Code, IDEX maintains corporate policies, as well as local business unit policies. All of these policies, some of which are specifically referenced here, are incorporated in this Code.

All corporate policies can be found on the company's intranet site or by reaching out to the IDEX Legal and Compliance Department. Business unit policies can be found in your local employee handbook or by contacting your local Human Resources Department.

Should you have any questions or need guidance on specific policies, reach out to the appropriate resource.



### What Happens if We Do Not Follow the Code?

**Violating the Code is a serious matter.** Engaging in behavior that violates the Code can cause harm to the company, our employees, and our stakeholders. A violation of the Code can result in discipline, up to and including termination of employment, fines and penalties, or even criminal charges.



## Our Responsibilities

**EVERYONE** is expected to understand and follow the Code.

### WE EXPECT EVERYONE TO:

- **Comply** with the Code, company policies, and with all applicable laws and regulations
- **Complete** annual and periodic Code training in a timely manner
- **Promptly** report all actual or suspected Code violations or instances of misconduct
- **Seek** help when you are unsure how to apply Code principles to a specific situation
- **Cooperate** fully in all internal and external audits and investigations
- **Always** do the right thing

**LEADERS** must set the tone. If you are a supervisor or manager, lead from the front and model what it means to act with integrity.

### WE EXPECT IDEX LEADERS TO:

- **Set** the right tone with both words and actions
- **Ensure** your team understands how the Code applies to them and to their jobs
- **Require** your team to complete compliance activities including Code training and certification in a timely manner
- **Reinforce** integrity messages at staff meetings
- **Encourage** employees to raise concerns
- **Prohibit** retaliation against employees who raise concerns or participate in investigations or audits
- **Highlight** employees who exemplify integrity and make ethical decisions daily

## SUPPLIERS AND PARTNERS

Our suppliers and other business partners also play a role. We work with business partners who share our values and approach to conducting business ethically. We expect these business partners to understand and act consistently with the standards set out in the [Global Supplier Code of Conduct](#).

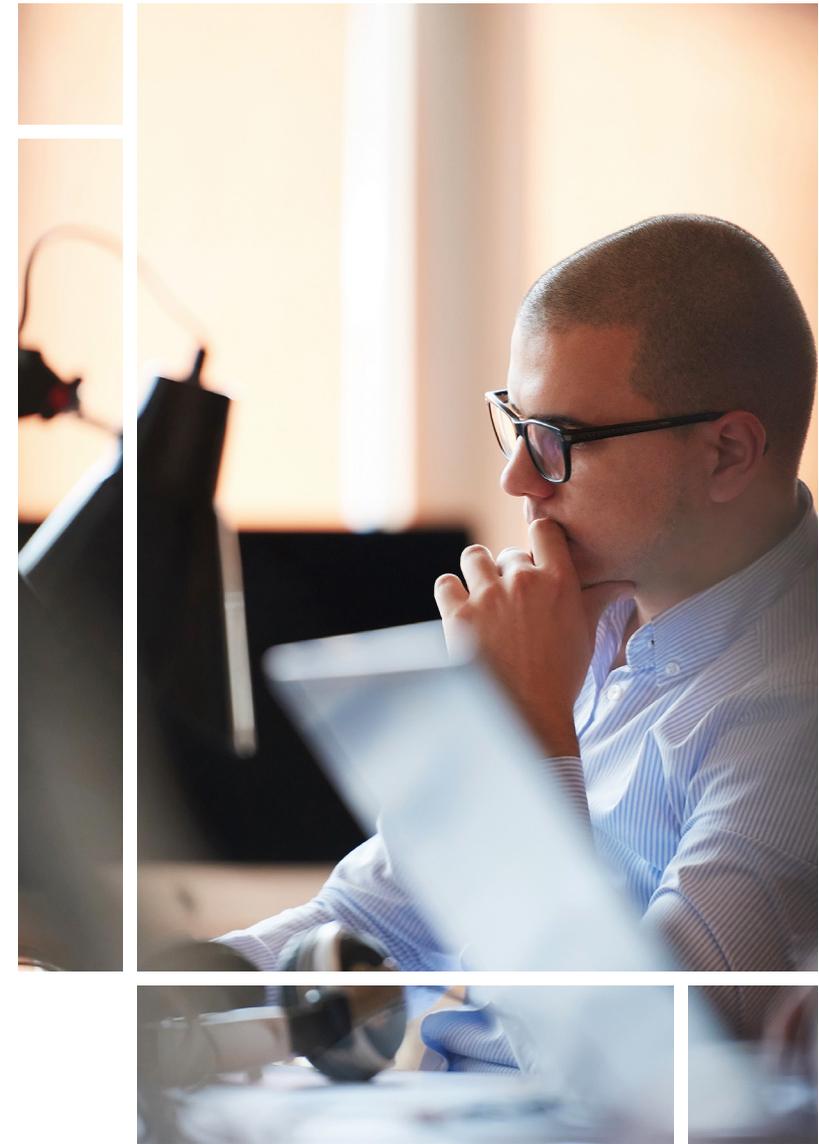
## ▶ How to Make Ethical Decisions

Our reputation and success depend on the decisions and actions of our people. We are all responsible for how IDEX does business, and every action should be in compliance with the law and the Code.

Use this decision tree to navigate the gray areas of business to ensure that you make the right, ethical choice when conducting business.

-  **Is it legal?**
-  **Is it allowed under the Code and our policies?**
-  **Does it reflect our values?**
-  **Would it reflect positively on IDEX?**
-  **Would my coworkers think it is appropriate?**
-  **Would my actions make my family proud?**
-  **Would I want it reported by the media?**

▶ If the answer is “no,” “I don't know,” or “maybe” to any of these questions, it is important to stop, [SPEAK UP](#), and ask for guidance before proceeding.





## SPEAK UP

At IDEX, we maintain a culture where our ideas and concerns are encouraged, acknowledged, and considered. This gives us all the ability to be at our best, build trust, and demonstrate ethical leadership. If you have a concern, there are a number of resources available to you.



### When to SPEAK UP

If something does not feel or look right, each of us should feel empowered to act. If you have a question or are concerned about a possible violation of the Code, any company policy or procedure, or any law or regulation, then you are required to notify any of the resources provided in this section. Even if you are unsure, speaking up is always the right thing to do. It is always best to raise a concern early; the longer you wait, the worse it could become.



### REMEMBER!

The Ethics Hotline is available 24 hours a day, 7 days a week. Reports can be made anonymously to the Ethics Hotline. At IDEX, we investigate all Ethics Hotline reports.



### How to SPEAK UP

You should always feel free to go to your manager or your Local Human Resources leader with a question or a concern. There are also numerous other resources available to you, including:

- Any manager or leader within the company
- The IDEX Legal and Compliance Department
- Finance and Internal Audit
- Environmental, Health & Safety leaders ("EH&S")

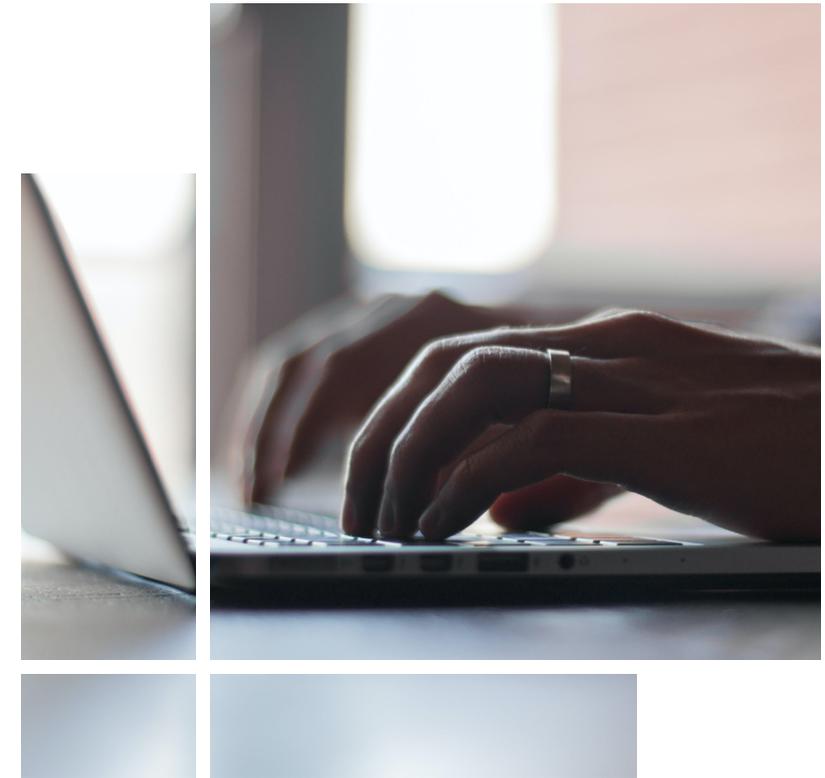
At any point, if you would like your report to be received and assessed only by the corporate IDEX Ethics Hotline investigation team, you may reach out through the **Ethics Hotline:**

- **Phone:** 1-866-292-2089
- **Web:** [ethicspoint.com](https://ethicspoint.com)
- See the [SPEAK UP Resources](#) section of the Code for additional contact information

**Web:** [Compliance and Integrity Site](#)

**Mail:**

IDEX Legal and Compliance Department  
IDEX Corporation  
3100 Sanders Road, Suite 300  
Northbrook, IL 60062



Anyone, not just employees, can call the Ethics Hotline. IDEX investigates all claims, and the Ethics Hotline is maintained by a third party reporting company. All reports will be handled promptly and discreetly by the corporate IDEX Ethics Hotline investigation team. The existence and the details of an investigation will be kept confidential and shared only with those who have a reasonable need to know, which may include local resources if applicable. Individuals involved in the investigation must also keep such investigations confidential. This protects the process, those involved, and relevant evidence.

## When calling the Ethics Hotline, here is what you can expect:

**1** Anyone (employees, contractors, business partners, or any member of the public) can **call or email** the Ethics Hotline 24 hours a day, 7 days a week. You may choose to remain anonymous.

**2** Your call is answered by a **multilingual operator** who is not an IDEX employee.

**3** **The operator takes notes** about the incident or concern, including date and location of the incident and the people involved.



**4** The information that is provided will be visible only to the corporate Ethics Hotline investigation team. The operator will provide you with an **identification number** which allows you to check the Ethics Hotline for case status.

Whether you choose to provide your contact information or report anonymously, confidentiality is of the highest importance to IDEX and is critical to the integrity of each investigation. The need for and importance of confidentiality begins when the report is received and remains even after the matter has been fully resolved.

**5** **The corporate Ethics Hotline team investigates every matter.** You may be contacted through the anonymous identification number to ask for more information, but the investigator will not know your identity. We strive to complete investigations within 45 days, subject to the nature of the matter being investigated.

**6** At the conclusion of the investigation, appropriate disciplinary action will be taken in those matters where a violation of the Code or the law is found. Although details of the investigation and the results are kept confidential, **all complainants will receive notice that the investigation has been completed.**

## Retaliation is Not Allowed

We support open and honest communication and encourage individuals to report concerns. Retaliation is strictly prohibited under the Code, our policies, and the law. Engaging in retaliation will result in disciplinary action up to and including termination of employment.

We prohibit any form of retaliation, such as termination, salary reduction, or other negative job actions, against those who speak up in good faith or participate in an investigation or audit.

What do we mean by speaking up “in good faith”? It means speaking up or raising concerns about something that we truly believe may be a violation of our Code, our policies, or the law – even if we do not have all of the facts or are mistaken. Filing a complaint that is knowingly false or untrue is a violation of the Code.

Use your voice and speak up. By doing so, you are helping IDEX remain a company that is **Built on Trust – Engineered for Success.**



### REMEMBER!

- Raise concerns
- You may remain anonymous
- Confidentiality is protected
- Retaliation is strictly prohibited



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## Mutual Respect and No Discrimination

All employees are entitled to be treated with respect in the workplace. IDEX maintains an environment that is free from discrimination.

Mutual respect means that we work together as a team and recognize everyone's differences and uniqueness in a respectful manner. We maintain an environment that is free from inappropriate and unprofessional behavior, and one in which all individuals are invited to do their best every day.

Every employee at IDEX should be treated with dignity and respect regardless of any protected characteristic. This applies to recruiting, hiring, compensation, benefits, training, termination, promotions, or any other terms and conditions of employment. Discrimination on the basis of any protected characteristic is strictly prohibited at IDEX.



### How We Win

**Conduct ourselves appropriately in all dealings with others.** Be mindful about how our actions and comments might be perceived or misunderstood by others.

**Use fair and lawful employment practices.** Hire, retain, and promote individuals based on merit, qualifications, demonstrated skills, experience, and achievements. Employees and applicants must be qualified for and able to perform the essential functions of the job, with or without a reasonable accommodation, and each person must be afforded equal opportunity to the full extent provided by law.

**Recognize behaviors that are disrespectful in the workplace.** For example, ask yourself if the behavior is:

- Rude, hostile, or discourteous
- Unnecessarily harmful or disruptive to employees' work
- Something that negatively impacts work relationships
- Undermining the team's cohesion
- Damaging to IDEX's mission or reputation
- A violation of IDEX policy, dishonest, or illegal

If the answer is "yes" or "maybe," then you should **[SPEAK UP](#)**.



### REMEMBER!

Characteristics protected by law can include:

- Race
- Color
- Religion
- Ethnicity
- Sex
- Sexual orientation
- Gender stereotyping
- Pregnancy, childbirth, or related medical condition
- Marital status
- Citizenship status
- National origin
- Age
- Disability (physical or mental)
- Gender identity or gender expression
- Protected military or veteran's status
- Genetic information
- Any other category protected by applicable law



### Want to Know More?

For more information, please see the IDEX Corporate policies regarding Discrimination and Open Door Communication. You can also visit the [IDEX Compliance and Integrity Site](#), or consult the IDEX Legal and Compliance Department.



## Preventing Harassment

*We promote a culture that is free from workplace harassment.*

Harassment that creates a hostile work environment related to a person's protected class or characteristic is prohibited. Harassing behavior that interferes with another's work environment is also prohibited. This includes offensive, intimidating, disruptive, abusive or hostile actions. Engaging in harassment is strictly prohibited at IDEX.



### How We Win

**Be a role model.** Model appropriate behavior by using care in your interactions and treating everyone with dignity and respect.

**Consider impact as well as intent.** Saying, "that is not what I meant" will not excuse bad behavior. If you have offended someone, take accountability, reflect on intent versus impact of the moment and commit to improving your behavior going forward.

**Learn how to spot harassment.** Harassment is conduct (whether visual, verbal, physical, or sexual) that is so intimidating or offensive that it could either:

- Interfere with how someone does their job, or
- Create a disruptive, abusive, or hostile work environment

It can include unwelcome touches, sexual advances, sexual or offensive remarks; derogatory jokes or slurs; name-calling; malicious rumors; displaying offensive or explicit graphic material that ridicules, insults, or shows hostility toward a group or individual; distributing or storing obscene or sexually suggestive content; or threatening or other inappropriate behavior.



### REMEMBER!

It is still harassment whether it happens:

- At work or at work-related functions
- Online or in person
- Between employees or employees and third parties
- Between members of the same or opposite sex



### What Would You Do?

*My manager often loses her temper and yells whenever she thinks we have done something wrong. I do not know if that would be considered harassment. What should I do?*

*Whether it constitutes harassment or not, the situation must be addressed because it violates our policies, values, and the commitment we have made to maintain a respectful workplace. Talk to one of the contacts listed in the [SPEAK UP](#) section of our Code so that we can put an end to this behavior. Also, keep in mind that we prohibit retaliation against anyone who comes forward with a good-faith concern or participates in an investigation or audit.*



### Want to Know More?

For more information, please see the IDEX Corporate policies regarding Workplace Harassment and Workplace Violence, or contact the IDEX Legal and Compliance Department.



## Diversity, Equity, and Inclusion

*Diversity, equity, and inclusion are integral to how we lead and operate.*

Consider what it takes to manufacture our products. Several components come together – each different than the next, but all are needed to get the job done.

Our teams work in much the same way. We all bring unique skills, backgrounds, and talents to our workspace and connect with each other in ways that improve ideas and outcomes.



### How We Win

#### **Embrace the benefits of inclusion and diversity.**

At IDEX, we believe in the power of people and respect individuals of all backgrounds, capabilities, and perspectives. Creating a diverse and inclusive environment is good for us, our customers, and our stakeholders.

- A diverse workforce leads to diversity of thought, which in turns drives problem solving and innovation
- An inclusive work environment creates a sense of belonging, greater trust, and increased employee engagement

**Know that representation matters.** Help us achieve a level of diversity that reflects the populations where we live and operate. Always:

- Base employment-related decisions on knowledge, skills, and abilities, not on protected characteristics
- Provide reasonable accommodations to qualified individuals in all aspects of the employment process
- Promote our culture of equity and inclusion
- Look for talented individuals from all backgrounds and consider skills that may be lacking (in a department or team) when making hiring decisions
- Foster an atmosphere of open and candid communication

**Focus on moments.** Every day, we have opportunities to make this an inclusive place to work. Remember to:

- Honor the individual contributions of each team member
- Ensure everyone feels included and encouraged to be their best self
- Challenge your own biases, focus on shared goals, and work to identify things you have in common with others while appreciating the value of our differences



### Want to Know More?

For more information, please see the [IDEX Diversity, Equity and Inclusion Site](#), or contact the IDEX Legal and Compliance Department.

## Health and Safety

We are committed to maintaining a safe and healthy workplace for our employees, contract and temporary workers, and visitors.

Keeping people safe while at work or conducting company business is essential. Our goal, day in and day out, is for every IDEX team member to leave work in the same condition they arrived. We have a responsibility to IDEX and each other to promote a healthy and safe work environment. All of us are expected to take precautions to protect ourselves and others. We make health and safety a priority by observing all health and safety rules of our jobs.

It is your responsibility to know and follow all safety policies, procedures, and local laws that apply to your job.

### How We Win

**Do your part.** Keep in mind that a safe workplace is not just the job of one person or one department; it is a responsibility we all share. Be sure to:

- Follow all safety rules, posted warning signs, and restrictions
- Complete required trainings
- Wear personal protective equipment when required or recommended
- Make responsible choices and do not allow unsafe acts on the job

- Watch out for each other and help others avoid unsafe acts, conditions, and behaviors
- Know what to do in an emergency and cooperate during the practice of emergency drills
- Report unsafe or unhealthy conditions and behaviors; this applies to workplace hazards, and broken or missing equipment

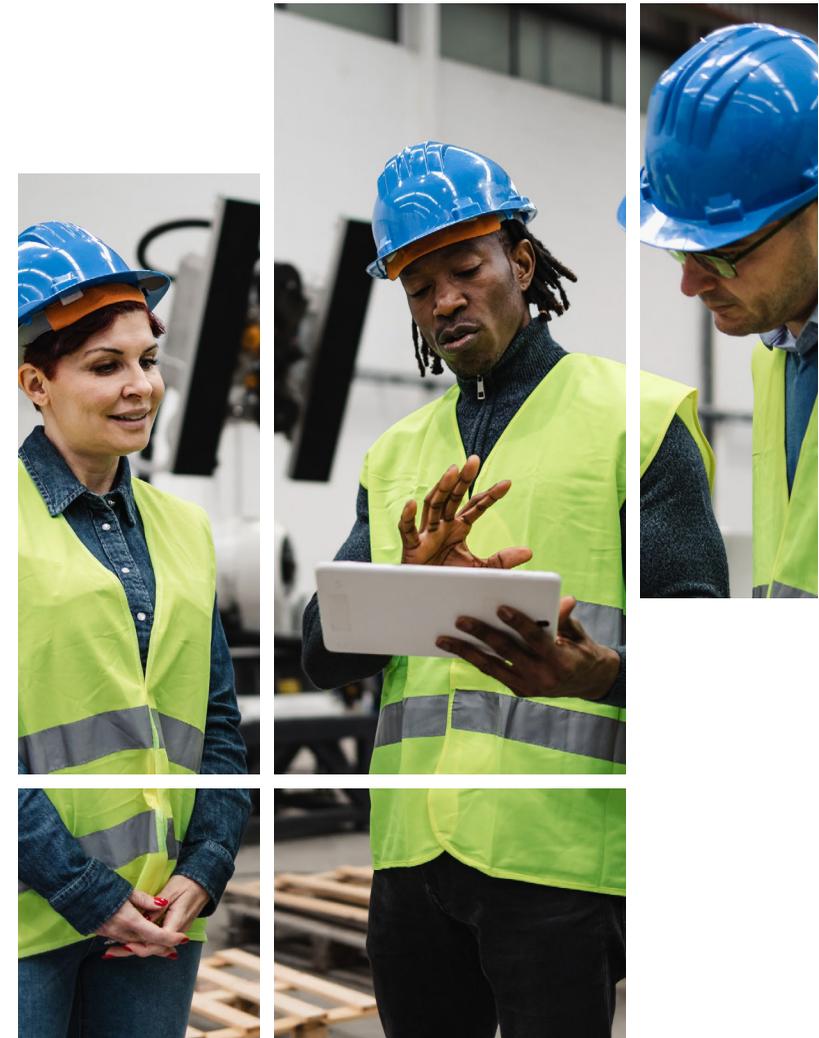
**Keep wellness a priority.** Ultimately, we want every employee to thrive at IDEX. Consider what this would require from you, and tap into organizational resources to further develop your physical and mental fitness.

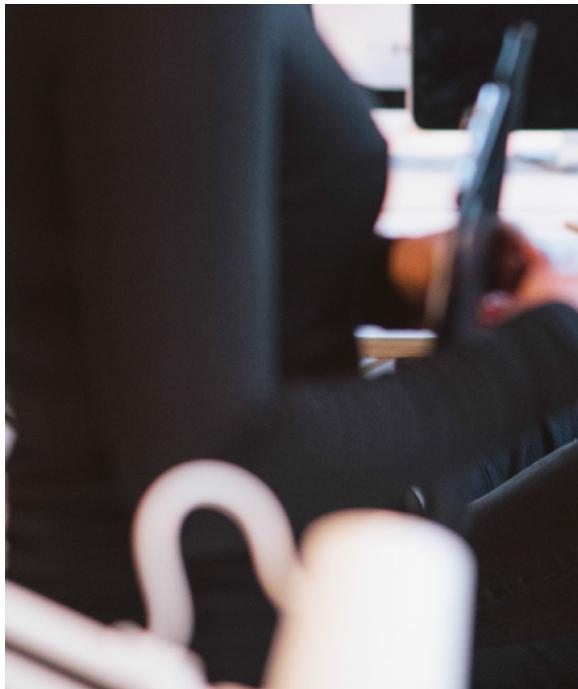
**Perform your very best each day.** To ensure everyone's safety, we report to work every day free from any substance, including alcohol or drugs, that could prevent us from doing our jobs safely and properly or that could create a dangerous situation. If you notice impairment by anyone in the workplace, report your concerns to a supervisor immediately.

**Prevent workplace violence.** Acts of violence, physical intimidation, or threats have no place at IDEX. Such actions can immediately result in disciplinary action, up to and including termination of employment.

### Want to Know More?

For more information, please see the [IDEX Compliance and Integrity Site](#), or contact the IDEX Legal and Compliance Department.





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## Anti-Corruption and Anti-Bribery

*We maintain ethical business relationships and obtain business the right way.*

IDEX strictly prohibits all forms of corruption, including bribery, kickbacks, fraud, and facilitation and other improper payments. Offering, accepting, or paying bribes is a serious violation of the Code, our policies, and the law. We never offer or accept any form of payment or incentive that is intended to improperly influence any business decision. Doing so can harm our reputation and our stakeholders' confidence in our operations.

Corruption is the abuse of power for one's personal gain. A bribe is when someone gives or promises another person something of value to obtain favorable treatment. Kickbacks are the giving or receiving of personal payments as a reward for a favorable outcome (such as the award of a contract). A facilitation payment (or a "grease payment") is an improper payment that is made to a government official to speed up or "take care of" routine government actions.



### What Would You Do?

*A government official performs a final inspection in advance of the commissioning of a new facility. He mentions that before he issues his approval he would like tickets for his family to attend an upcoming championship football match. The value of the tickets would be far less than the lost revenue if we don't open on time. What should I do?*

*You should refuse this request. Even where there is a potential for a loss of business, you should never provide anything of value to influence a business decision, especially to a government official. This matter should be reported immediately to your supervisor or to the IDEX Legal and Compliance Department.*



### How We Win

**Never bribe or make facilitation payments.** Do not promise or give anything of value to a government official or anyone else to gain a business advantage. Do not authorize a third party to bribe.

**Never accept bribes or kickbacks.** Do not accept an improper payment or bribe. If you are solicited, contact the IDEX Legal and Compliance Department immediately. If you believe in good faith that someone is paying or accepting a bribe, you have a responsibility to report it. Violations of anti-bribery laws can result in serious civil and criminal fines or jail sentences for employees who fail to follow them.

**Take special care with respect to government officials.** Gifts to government officials are prohibited without pre-approval from the IDEX Legal and Compliance Department. For more detailed guidance on who qualifies as a government official please see the IDEX Corporate policy regarding Anti-Corruption and Anti-Bribery.

**Record all payments given or received completely and accurately.** IDEX policy requires that all business records be honest, transparent, and accurate.

**Follow all policies with respect to business entertainment and gifts.** Refrain from giving or receiving lavish or frequent gifts as it could be perceived as affecting business decisions.



### Want to Know More?

For more information, please see the [Accurate Books and Records](#), [Gifts and Entertainment](#), and [Third Parties](#) sections of the Code, the IDEX Corporate policy regarding Anti-Corruption and Anti-Bribery, or contact the IDEX Legal and Compliance Department.

## WHAT IS A BRIBE?

Bribes can be more than just a cash payment; other examples include:

- Cash and cash equivalents (e.g., gift cards)
- Charitable or political donations
- Gifts
- Entertainment
- Meals
- Discounts
- Favors
- Jobs or internships

There is no monetary threshold – any amount can be a bribe.

## WHAT IS A KICKBACK?

Bribes can also come in the form of kickbacks. A kickback is a payment made or received by someone as compensation for preferential treatment. Examples include:

- Loans, whether or not repaid
- Overpaying for goods or assets
- Payment for services never performed
- Illegitimate fees or commissions

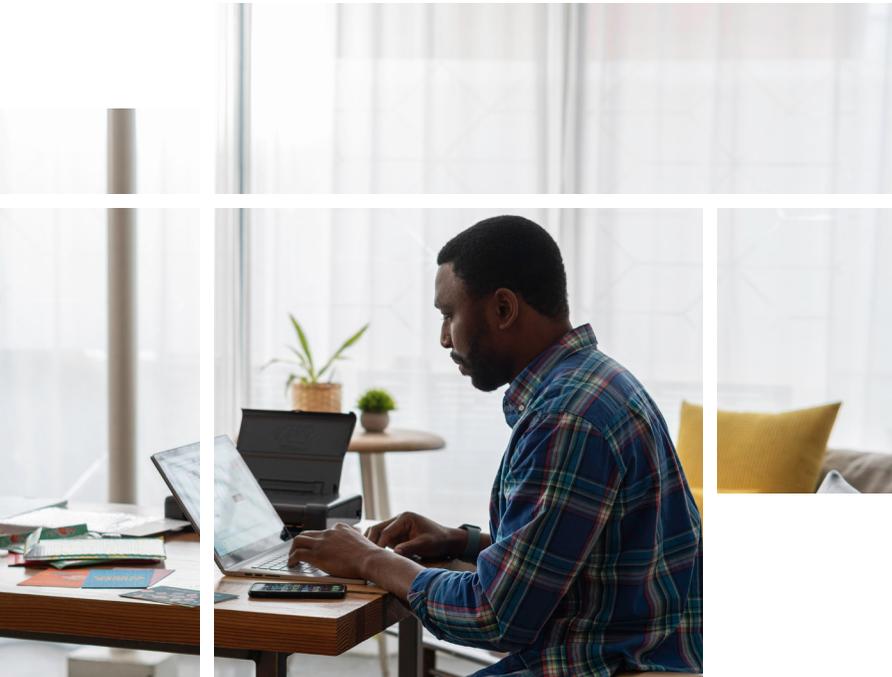


## Accurate Books and Records

*We maintain complete and accurate business records.*

Business and financial records are essential to our business operations, and we rely on the integrity and accuracy of those records. Accurate business records are not only critical to our internal decision-making, but are also necessary to meet our legal and regulatory obligations and protect our reputation.

We all have a responsibility to ensure the accuracy, integrity, and completeness of our business records. Falsification or misstatement of any business record is a serious violation of the Code.



### How We Win

**Properly identify business records.** Business records include any document that is related to our business, including:

- Personnel documents
- Time cards/time sheets
- Expense reports
- Bids, proposals, and contracts
- Invoices and vouchers
- Financial records and internal control documents

**Record with integrity.** We have a responsibility to document information honestly and accurately. When handling business records, you must:

- Follow internal accounting and financial controls and ensure that records conform to generally accepted accounting principles
- Follow recordkeeping guidelines and retention policies
- Document everything carefully, completely, and honestly
- Never conceal or destroy documents or records that are subject to an investigation or audit
- Never document anything you know is wrong or false, even if pressured to do so
- Never establish undisclosed, undocumented, or off-the-record accounts for any reason
- Always submit accurate, complete, and timely claims for payment



### What Would You Do?

*You receive an invoice from a vendor for services performed on the last day of the month. You know that the business is struggling to meet the forecast for the current month. Can you just wait to enter it into the system until tomorrow, which is the subsequent month?*

*No. As the services were performed by the vendor prior to the end of the current month, you must record the expense in the current period under US GAAP. It is never acceptable to deliberately distort our results or report information that is not true or 100% correct.*



### Want to Know More?

For more information, please see the [Anti-Corruption and Anti-Bribery](#), [Third Parties](#), and [Gifts and Entertainment](#) sections of the Code, the IDEX Corporate policy regarding Anti-Corruption and Anti-Bribery, or contact the IDEX Legal and Compliance Department.

## Gifts and Entertainment

*We avoid offering anything to, or accepting anything from, a third party that could be viewed as inappropriate.*

Offering and accepting business gifts and engaging in business entertainment is a customary business practice. Doing so can promote goodwill and enhance business and customer relationships. But, we never cross the line by giving or receiving gifts or entertainment that could affect, or appear to affect, our impartial business decision-making. Gifts and entertainment should never be offered or received in exchange for preferential treatment in business dealings.

You should always avoid gifts that could appear to be, or are, bribes or improper payments, that raise questions about conflicts of interest, or that could damage our reputation.



### How We Win

**Use good judgment.** We make sure that anything we give or receive in relation to our work is reasonable under the circumstances. In general, we never exchange any gift or offer of entertainment that:

- Is cash or a cash equivalent (including gift cards)
- Does not serve a legitimate business purpose
- Creates an obligation or sense of obligation in return
- Is given or received to win favors or obtain business
- Is given or received frequently
- Violates the recipient's rules, customs, or policies
- Is excessive, lavish, or not related to business
- Could harm our reputation
- Is excessive under the circumstances

**Keep a record.** Accurately record any expenses for gifts, entertainment, or hospitality and include details on the recipients, attendees, business purpose, and value of items.

**SPEAK UP.** When in doubt about a particular situation, raise your hand and ask a question.



### REMEMBER!

Reasonable gifts or offers may include the infrequent exchange of:

- Gifts of nominal value (less than 100USD that are not cash or cash equivalent)
- Low-cost promotional items
- Simple meals
- Fruit baskets
- Souvenirs with no material cash value



### Want to Know More?

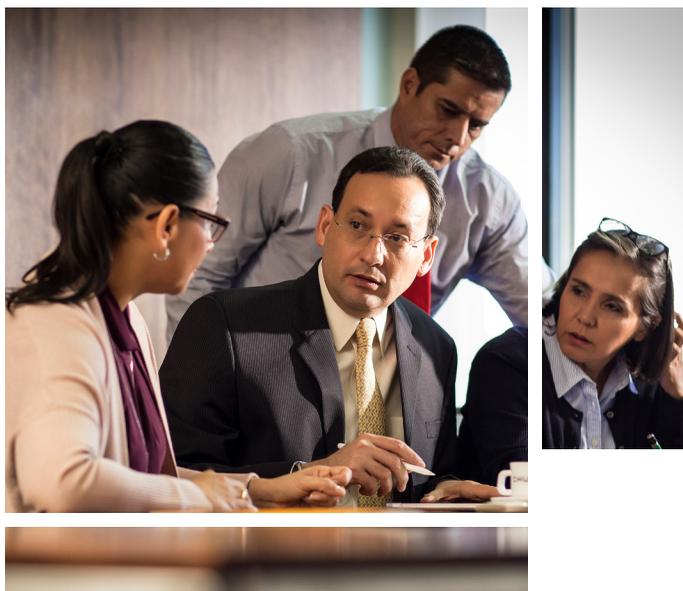
For more information, please see the [Anti-Corruption and Anti-Bribery](#), [Third Parties](#), [Accurate Books and Records](#), and [SPEAK UP](#) sections of the Code, the IDEX Corporate policy regarding Anti-Corruption and Anti-Bribery, or contact the IDEX Legal and Compliance Department.

## Fair Competition

*We outperform our competitors fairly and honestly by seeking competitive advantages through superior performance and never through unethical or illegal business practices.*

We compete vigorously, but fairly and honestly, when conducting business. Free and fair competition encourages innovation and advancement within our industries.

The laws that regulate competition and trade practices vary throughout the world. However, we never engage in activities that are unethical and could be against the law, including price fixing, agreeing with a competitor to allocate customers or territories, or bid-rigging. We do not make false statements about our competitors or their products or services.



### How We Win

**Interacting with competitors.** Remember that we never discuss any aspect of the following with competitors without prior written approval from the IDEX Legal and Compliance Department:

- Pricing
- Territories or markets
- Contracts
- Inventory
- Costs

**React swiftly.** If you are in a situation where a competitor suggests or encourages any anti-competitive conduct, you should end the discussion immediately. Clearly state why the conversation is inappropriate, then report the interaction to the IDEX Legal and Compliance Department or through the [Ethics Hotline](#).

**Gathering competitively sensitive information.** We are committed to pursuing innovation that will move our company forward. To this end, understanding our competitors is important. However, we are committed to developing strategies based on information about our competitors and their products that was obtained legally and ethically. We treat our competitors' information as we would want them to treat ours. When gathering competitive information:

- Use information from public sources
- Do not misrepresent yourself or use illicit means to secure information
- Do not solicit information about other companies from job applicants or new employees
- Do not accept information that was obtained improperly or unethically
- Respect requests for confidentiality from our business partners



### REMEMBER!

Improper agreements with competitors can be either:

- Verbal or in writing
- Expressed or implied
- Created directly or indirectly



### What Would You Do?

*At a trade show, I met a former colleague who now works for a competitor. She volunteered some information about new product launches and an associated pricing strategy. Is this ok even if I didn't ask for the information?*

*No. You should end the conversation and report the interaction to your supervisor and the IDEX Legal and Compliance Department as soon as possible. Talking about pricing or other competitively sensitive information with a competitor can, at a minimum, give rise to the perception that you are violating antitrust laws.*



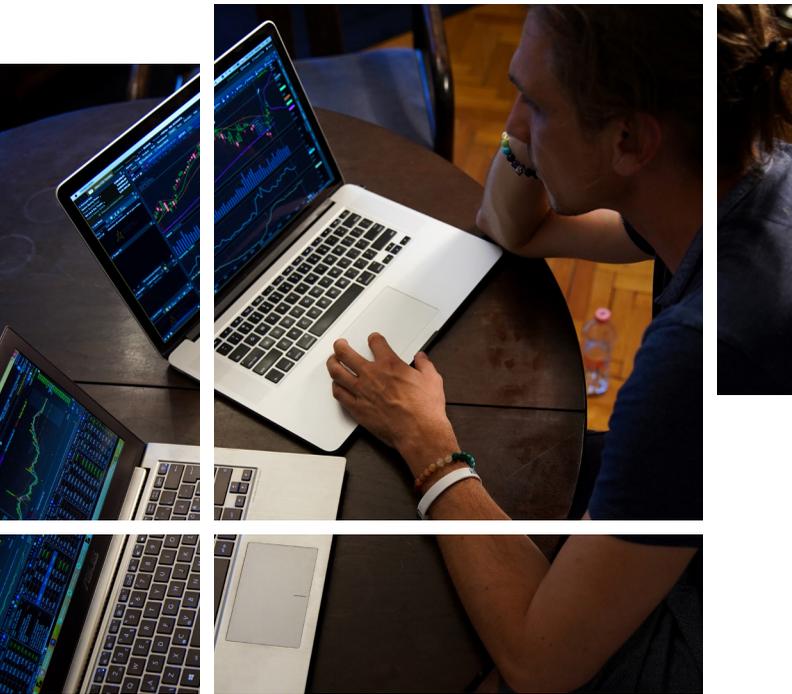
### Want to Know More?

For more information, please see the IDEX Corporate policy regarding Antitrust, or contact the IDEX Legal and Compliance Department.

## Insider Trading

*We do not trade in IDEX securities if we are in possession of material non-public information.*

In the course of our work, we may be exposed to material non-public information about IDEX, our customers, or other third parties. We do not buy or sell IDEX stock, or the stock of third parties, based on material non-public information or inside information gained through our employment. We also do not share material non-public information with others, such as friends or family, so they can take advantage of inside information. Both acts are considered forms of insider trading – which is illegal and strictly prohibited.



### How We Win

**Know how to identify material non-public information.** Material non-public information is generally considered to be information that a reasonable investor would consider important when deciding whether to buy, hold or sell stock in a company. Some examples of information that would almost always be considered material are:

- Proposed significant mergers, acquisitions or divestitures
- Financial or performance results
- Significant litigation or regulatory exposure
- Gain or loss of a significant customer or supplier
- Significant management changes

**Protect material non-public information.** Remember that, in addition to not sharing material non-public information with friends and family, you are also prohibited from sharing it with other employees who do not have a business need to know it. Do not assume that another employee does know, or should know, the information based on their position or title.



### What Would You Do?

*I'm part of a group working on a potential acquisition the company is exploring. I think it's a great opportunity for the company and would like to buy company stock. Is it insider trading if I buy the stock but keep the information confidential?*

*Possibly. If the potential acquisition is considered material non-public information, your purchase could be considered insider trading. Insider trading is a violation of company policy and the law and could result in serious consequences for you individually and for the company.*



### Want to Know More?

For more information, please see the IDEX Corporate policy regarding Insider Trading, or contact the General Counsel.



### REMEMBER!

Prohibited insider trading applies to information that is both:

- Material (meaning it could affect the value of a security – often stock of a company) and
- Non-public (meaning it has not been released to the public)

## Global Trade

*We are a company doing business around the world. We are committed to following all laws and regulations that govern global trade.*

We are subject to many international trade laws that can impact our ability to sell products to and conduct business with certain countries and individuals. These laws are complicated and change often, and penalties for non-compliance can be severe. We must take particular care in relation to all import and export controls, trade sanctions, and boycotts.



### How We Win

**Check the laws in your area.** If you are involved in the sale, marketing, distribution, or transportation of products or services across borders, then you must be familiar with all applicable laws in the countries you do business. If the laws of one country differ from another, follow the stricter standard.

**Learn what is off-limits.** Notify the IDEX Legal and Compliance Department if you receive a notice from customers, suppliers, or others to participate in a boycott against individuals, companies, or countries.

**Check the sanctions list.** Follow Legal and Compliance guidelines and verify that transactions do not involve restricted or sanctioned individuals, entities, regions, or countries before proceeding.



### What Would You Do?

*A U.S. business unit notates the harmonized tariff code on an invoice for a product that they export to Europe. The European customer asks the U.S. business unit to change this tariff code so the customer “can save more money” upon importation. Should the U.S. business unit change the tariff code?*

*The U.S. business unit should likely refrain from changing the code, as the customer might be attempting to evade tariffs in their home country.*



### REMEMBER!

Imports and exports need to be analyzed in advance based on:

- The country of origin
- The end use
- The destination
- The end user



### Want to Know More?

IDEX business units manufacture a diverse array of products, many of which require compliance with specific regulations. Business units maintain policies and procedures at a local level for their individual regulatory needs, but will also leverage guidance from the Corporate Trade Compliance Team.

For more information, please see the IDEX Corporate policies regarding Global Import and Global Export, or contact the IDEX Legal and Compliance Department.

## Government Interactions and Legal Proceedings

*We cooperate fully and respond appropriately to all reasonable government and legal requests.*

At times, we may be required to respond to formal legal claims, audits, or inquiries from government regulators. We ensure all such requests are forwarded to the appropriate individual or department within IDEX, then respond in ways that are truthful, timely, accurate, and complete.



### How We Win

#### **Quickly identify government and legal requests.**

Government and legal requests may involve:

- Subpoenas
- Audits
- Complaints
- Inquiries
- Summons
- Investigations

#### **Contact the IDEX Legal and Compliance Department.**

If you are approached or contacted by an attorney, a governmental agency, or a law enforcement agency regarding a matter involving IDEX, you are required to forward the communication to the IDEX Legal and Compliance Department immediately. They will coordinate a response on behalf of our company.

**Cooperate with audits and investigations.** If, after consultation with the IDEX Legal and Compliance Department, you are authorized to respond to an audit or investigation directly, be courteous, truthful, and provide all requested information. Never interfere with an investigation, seek to influence them, or conceal information.

**Manage our records properly.** Know and follow our records retention policy and internal controls, which tell you how long to retain company documents and how and when to discard them. Follow these guidelines before destroying company documents. If you are notified that documents within your control are potentially needed for a lawsuit or an investigation (also known as a “legal hold”), retain them until the IDEX Legal and Compliance Department lets you know that the hold has been lifted.



### REMEMBER!

Communicate immediately with the IDEX Legal and Compliance Department regarding all government interactions or legal proceedings. Ensure that any information provided is truthful, timely, accurate, and complete.



### What Would You Do?

*I received a notice that a government official will be visiting our office as part of an investigation. When I told my supervisor, she suggested that we prepare by throwing out certain records. What should I do?*

*You are right to be concerned. You should not dispose of the records and should contact someone in the IDEX Legal and Compliance Department right away. Ask for their assistance in preparing for the visit and let them know of your supervisor’s request.*



### Want to Know More?

For more information, please see the IDEX Corporate policy regarding Government Interactions and Legal Proceedings, or contact the IDEX Legal and Compliance Department.



## We Protect Our Company

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## ▶ IDEX Assets, Equipment, and Systems

*We use company equipment, assets, and systems responsibly.*

We treat all company assets with the utmost care. By doing so, we protect our company, our colleagues, and our stakeholders. IDEX assets are essential to running our business profitably and responsibly. This means that we take care to avoid loss, damage, waste, and improper use.

IDEX strictly prohibits the use of IDEX systems including email, internet, and messaging for activities that are against the Code, any company policy, or the law.



### REMEMBER!

IDEX assets come in many forms, including:

- Physical assets (such as computers, phones, office supplies, vehicles, and furniture)
- Electronic assets (such as servers, emails, texts, internet access, and voicemails)
- Financial assets (such as cash, company-issued credit cards, bank accounts, stocks, and funds)
- Informational assets (such as IDEX's name, logo, and budget information)



### How We Win

#### **Handle physical assets carefully.**

- Only use them in the way they are intended to be used
- Protect them from theft, damage, and loss
- Never borrow, lend, sell, or give them away without proper authorization

#### **Protect electronic assets vigilantly.**

- Only use IDEX-approved hardware, software, applications, and storage devices
- Do not conduct IDEX business using a personal email account
- Follow all applicable policies and procedures
- Never share user IDs and passwords/passphrases

#### **Record time and expenses accurately.**

- When filling out expense reports, be accurate and complete, obtain any necessary approvals, and provide required documentation
- When completing time sheets, remember that your time is also an asset. Accurately record all time worked, and be sure to record any leave or absence

**Be wise.** Keep in mind that what you write, download from, or store on IDEX systems or devices, or transmit on our networks, may be reviewed or monitored at any time. Limit personal use and always remain as professional as possible.



### What Would You Do?

*I use my IDEX corporate credit card for personal purchases and then pay for them later – is that ok?*

*No. It is against our policy to use your corporate credit card for personal reasons. If it happens by mistake, notify your supervisor, and promptly pay the credit card company directly for the personal charge.*

*I park my car on the street at night and leave my company laptop in my car. Is that allowed?*

*No. It is against our policy to leave company laptops unattended in vehicles. They are to be secure in the office or in your home to the greatest extent possible.*



### Want to Know More?

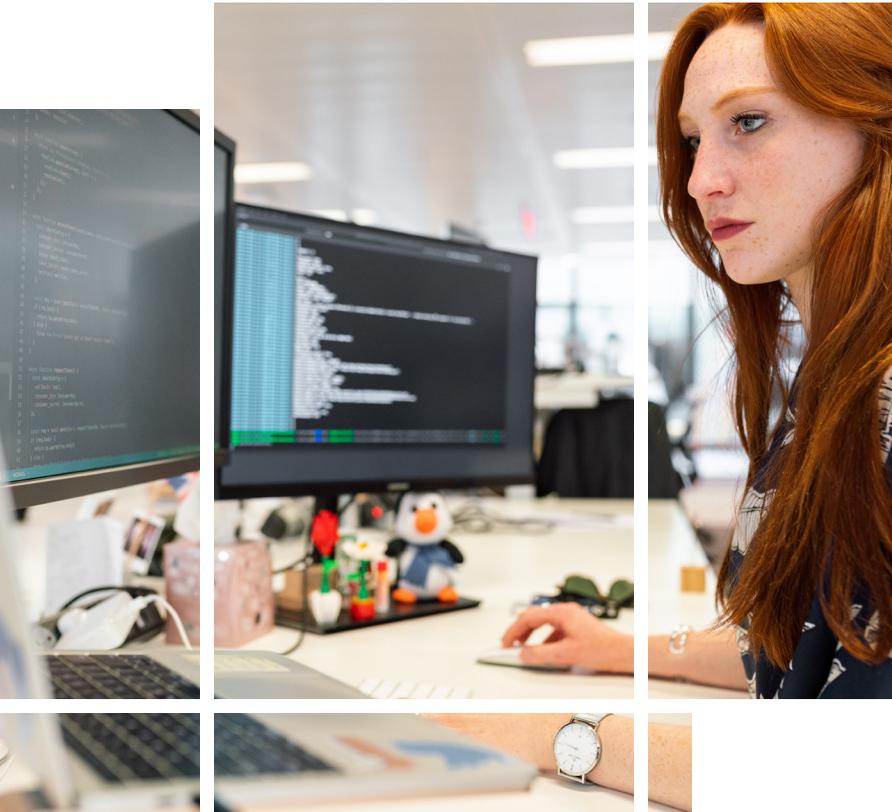
For more information, please see the IDEX Corporate policies regarding Acceptable Use and Assets, or contact the IDEX Legal and Compliance Department.



## Confidential Information

*We must protect IDEX proprietary and confidential business information against unauthorized disclosure and misuse.*

Our proprietary and trade secret information, especially confidential business information, is a valuable asset. That is why we only share such information with individuals who have a need to know and are careful to protect against unauthorized use and disclosure.



## How We Win

**Know what is confidential.** In general, if you are not sure something is confidential, treat it as though it is. Common examples of confidential information include:

- Sensitive information about employees
- New product design, engineering and product specifications, and proprietary manufacturing processes
- Customer and supplier lists and pricing information
- Non-public financial information, like budgets, forecasts, and quarterly results
- Information entrusted to us as confidential by third parties

**Protect what is confidential.** There are many ways to help protect confidential information. Be sure to:

- Only share it with those who have a business need to know
- Only access it if you have a business need to know
- Use non-disclosure agreements before sharing it with third parties
- Avoid accidental disclosure (like speaking about private matters in a public place)
- Practice good [cybersecurity](#) by password-protecting and otherwise securely storing the data

**Know why it matters.** If our confidential information gets into the wrong hands, it could result in severe consequences including loss of business relationships, loss of our competitive edge, employee terminations, lawsuits, and even criminal charges for the individuals involved and our company.

**Respect the confidential information of other companies.** We can collect, share, and use information about other companies, but we must do so in a legal and ethical way. We also must honor our obligations of confidentiality. Do not:

- Engage in secret, illegal, or illicit activity to obtain competitive information
- Accept, disclose, or use competitive information that you know or suspect was disclosed or obtained in an unethical way
- Share another company's confidential information (including, in some cases, that we have a relationship with that company) unless authorized to do so



## Want to Know More?

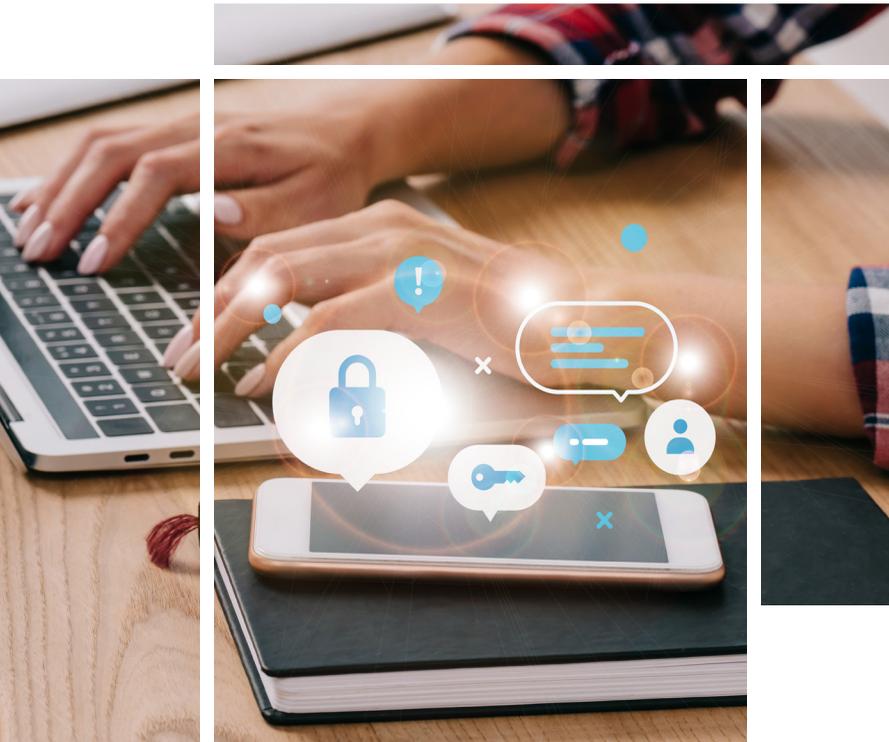
For more information, please see the IDEX Corporate policy regarding Intellectual Property, or contact the IDEX Legal and Compliance Department.



## Cybersecurity

*One security breach can lead to countless consequences, so we work to protect our systems, networks, and programs.*

Because the biggest threat to cybersecurity is human error, we as users are also the most important safeguards. Stay alert to malicious threats, and follow best practices designed to stop and limit attacks. We strive to ensure that our data is available, recoverable, and protected from unauthorized access, use or disclosure.



### How We Win

**Recognize common threats to cybersecurity.** Look out for and immediately report any instances of:

- Phishing/smishing – emails and texts that ask users to click on links that are usually unexpected and have a degree of urgency associated with them
- Malware (including ransomware) – code that could steal data or destroy something on a computer or our network
- Man-in-the-middle attacks – attempts to impersonate others in an online information exchange to gain someone's personal information
- Drive-by downloads – downloads of malware on a website that infects anyone who visits the site
- Malvertising – a way to compromise a computer when you click on an affected ad
- Rogue software – malware that masquerades as legitimate and necessary security software that will keep a system safe

**Practice good cybersecurity.** No matter how strong our systematic defenses are, we each must stay vigilant and use common sense in order to avoid cyberattacks. Be sure to:

- Avoid clicking suspicious links or attachments – even emails from known sources, internal or external to IDEX, might be malicious as the sender account could be compromised. If something does not feel right, call the sender on a known number to verify whether they sent it
- Use strong and unique passwords
- Lock your devices when away
- Back up files and data regularly
- Never electronically store personal information unless it is in an encrypted file
- Enable maximum security settings



### Want to Know More?

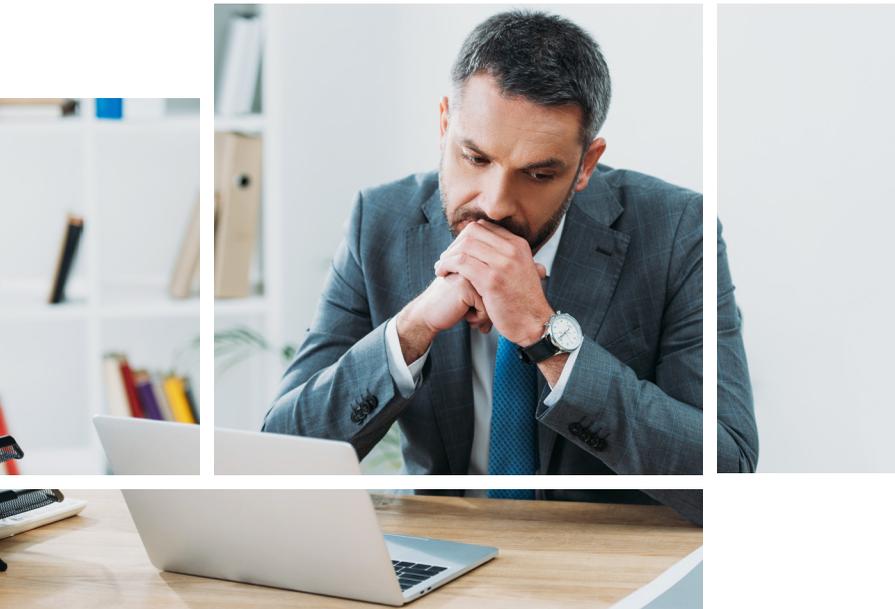
For more information, please see the IDEX Corporate policy regarding Acceptable Use, or contact the Global Privacy and Cybersecurity Team, or the IDEX Legal and Compliance Department.

## Avoiding Conflicts of Interest

At IDEX, we make decisions and act in the best interest of the company and not for personal gain or benefit.

We do not just work together, we win together. We aim to always protect the productivity, profitability, and integrity of our company. We never allow personal relationships, interests, or activities to conflict with our professional obligations. Doing so would be a conflict of interest, and we recognize that even the appearance of a conflict can damage our company, our teams, and our reputation.

Our Code provides guidance on some of the more common conflicts of interest, but it cannot cover every situation. As an initial step, take the **Conflicts of Interest Test** (see insert to the right) to determine if there might be a conflict of interest.



### How We Win

**Learn how to spot conflicts of interest.** Conflicts of interest occur when a personal situation either affects our business judgment or appears to. It is not possible to list every potential scenario, but it can help to keep these common examples in mind:

- Directly supervising or making employment decisions for a close family member or someone with whom you have a romantic relationship
- Working for an IDEX supplier or customer
- Financially investing in one of our customers, suppliers or other third party with whom we have a relationship
- Taking on an advisory role, such as a board member, for a company that does business or wants to do business with us
- Using IDEX resources (like time) for outside employment or personal activities
- Taking opportunities for your own personal gain that were discovered through your position at IDEX

**Disclose potential conflicts.** If you have an actual, potential, or perceived conflict of interest, you must report to your supervisor and the IDEX Legal and Compliance Department using the online Conflict of Interest Reporting Form.

In many cases, potential conflicts can be resolved by open and transparent conversation. You should not engage in a situation that may be a conflict without first obtaining the necessary approvals.

## Conflicts of Interest Test

If the answer to any of the following questions is “yes” or even “maybe,” stop and reach out to a supervisor before pursuing that outside interest.

Does it interfere with my ability to perform my job?

Does it compete with IDEX’s interests in any way?

Am I using my position or IDEX’s assets for personal gain?

Could it appear to be a conflict even if it is not?



### Want to Know More?

For more information, please see the IDEX Corporate policies regarding Conflicts of Interest and Employment of Relatives and Personal Relationships, or contact the IDEX Legal and Compliance Department.

## Responsible Communications

*We use one voice when speaking on behalf of IDEX.*

We use good judgment in communicating with people outside of IDEX to protect confidential information, act in accordance with company policies, and treat each other and third parties with respect.



### How We Win

**Direct inquiries to the proper resource.** If you are contacted by a member of the media, contact your supervisor and the Corporate Communications Department before responding, so we can provide a consistent and accurate message, while minimizing any unauthorized disclosure of information.

**Contact the IDEX Legal and Compliance Department.** If you are approached or contacted by an attorney, a governmental agency, or a law enforcement agency regarding a matter involving IDEX, contact the IDEX Legal and Compliance Department. They will work with you to coordinate a response.

**Post responsibly on social media.** What we say, email, blog, post and tweet can reach numerous viewers in seconds. When using social media, use good judgment as follows:

- Never disclose confidential or proprietary information or post false information or rumors about IDEX, our customers, suppliers or competitors
- As a supervisor, use good judgment in forming social media relationships with people you manage or fellow employees
- When using social media as part of your job, remember that IDEX policies still apply within the social media context
- When posting outside of your job responsibilities, be clear that your views are personal and purely your own



### What Would You Do?

*I am friends with a coworker online, and I often see them post their strong, and seemingly divisive, political opinions. Should I say anything?*

*It depends. Our employees have a general right to express their personal political beliefs. However, if there is confusion as to whether the beliefs posted are those of IDEX, as a representative of IDEX or if there seems to be pressure on other employees to agree with the posted views, you should [SPEAK UP](#).*



### Want to Know More?

For more information, please see the IDEX Corporate policies regarding Acceptable Use and Social Media, or contact the IDEX Legal and Compliance Department.



## We Build Strong Relationships

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## Product Integrity and Quality

We provide high-quality products to our customers.

We are committed to providing quality products to customers, consistent with our shared purpose of **“Trusted Solutions, Improving Lives.”™**



### How We Win

**Do your part.** We strive to deliver high-quality and safe product solutions to our customers. In that regard, we:

- Don't take shortcuts that could compromise quality or safety
- Don't conceal known defects or make false claims about our products
- Manufacture our products in compliance with regulatory standards
- Work to ensure complete and accurate quality testing and performance reporting
- Maintain equipment and processes to conform to specifications and expectations
- Report any product issues or defects to a manager immediately



### What Would You Do?

*I think there may be an issue with one of the manufacturing processes at my facility, but we are behind schedule. If I say anything, we will be delayed further as the company investigates. What should I do?*

*We never sacrifice quality or safety to meet a company deadline or target. Report the matter right away – and remember, IDEX strictly prohibits retaliation for issues that are reported in good faith.*



### Want to Know More?

For more information, please contact the IDEX Legal and Compliance Department, or consult your local business unit policies.



## Third Parties

*We only work with those who uphold our high values and standards of care.*

Our distributors, suppliers, vendors, agents, and subcontractors (“third parties”) are often viewed as an extension of our company. That is why we exercise caution and perform proper due diligence when seeking out those relationships, and we expect them to maintain our high standards of integrity.



### How We Win

**Choose third parties wisely.** To select third parties that will uphold our values, conduct due diligence. Ways to do so include:

- Checking business registrations, public documents, and credit history
- Verifying trade accreditations
- Searching the internet and reading news articles

**Conduct diligence on sales agents and distributors.**

Use the company’s dedicated compliance program to select agents and distributors who will conduct business ethically and in compliance with the law.

**Set expectations.** When starting a working relationship with a third party, set expectations so they understand their responsibility to work honestly and ethically with us.

**Monitor third parties closely.** Once expectations are set, monitor third parties closely to ensure they meet the expectations and contractual requirements that have been set. [SPEAK UP](#) if you identify any potential signs of misconduct committed by a third party.



### What Would You Do?

*A new distributor inquired about selling our products. As part of the standard due diligence process to onboard this distributor, they were asked to certify to a compliance agreement. The distributor refused, and stated that, “We are a U.S.-based business, so we do not need to complete this.” What should I do?*

*A distributor who will not participate in IDEX’s due diligence program should not be used as a third party.*



### REMEMBER!

Always make selections based on objective criteria, such as:

- Experience
- Price
- Quality
- Availability
- Reputation
- Services

## Red Flags and Things to Watch for When Working With Third Parties

- Refusal to agree or adhere to our [Global Supplier Code of Conduct](#)
- Not following laws or operating without required permits
- Refusal to certify compliance with anti-corruption and anti-bribery requirements
- Refusal to disclose relationships or interests involving government officials
- Requests for commissions to be paid in cash or untraceable funds
- Heavy reliance by third party on political or government contacts rather than industry-specific expertise
- Documents conceal the true identity of an in-country representative or agent
- Payment descriptions that do not correspond to the appropriate account
- General purpose or miscellaneous accounts that can be used to hide improper payments



## Data Privacy

*We keep personal and private information private.*

From employees to customers to business partners, in this digital era people rely on the improved experiences that result from sharing their personal information. They should not have to worry about how their information is being used or if it is being protected. We handle personal information with care, keep our systems secure, and only use personal information for the purposes provided in accordance with the law.



### How We Win

**Respect and protect privacy rights.** Whether you are collecting, using, storing, disclosing, or processing personal information, know what is required and follow the data privacy laws and policies that are applicable to your role and the countries in which you do business.

**Know when it is ok to share.** Know that personal information is [confidential information](#). Do not share it with anyone who does not have a business need to know. If you are not sure whether something is personal information, then treat it as though it is unless you receive confirmation otherwise.

**Keep it protected.** Whether in electronic or print form, never leave personal information, about yourself or others, unprotected.

**Know when it is time to delete.** Review the IDEX Records Retention and Management Policy, and do not keep personal information for longer than is necessary to do the job for which it was collected. Never use information for purposes other than the original purpose of collection.



### What Would You Do?

*What should I do if I become aware that someone has or may have accessed personal information without proper authorization?*

*Incidents where personal information is or may have been accessed by unauthorized individuals could be a privacy breach. Promptly report this to your local Privacy Lead or to the Global Privacy and Cybersecurity Team.*

*If I use an external service provider to process data, do I still need to be concerned?*

*Yes, if we provide a third party with data, we remain responsible for the protection of this data under privacy laws. External vendors who handle personal information must be assessed and contracts put in place to meet our legal obligations.*



### REMEMBER!

Personal information can include anything that could identify someone, directly or indirectly. Personal information can include:

- Name
- Address
- Birthday
- Email
- Phone number
- Bank or credit card information
- Health information
- Biometric information
- Geolocation data
- Employee ID
- Benefits, pay, or performance information



### Want to Know More?

For more information, please contact the [Global Privacy and Cybersecurity Team](#), your local Privacy Lead, or the IDEX Legal and Compliance Department.

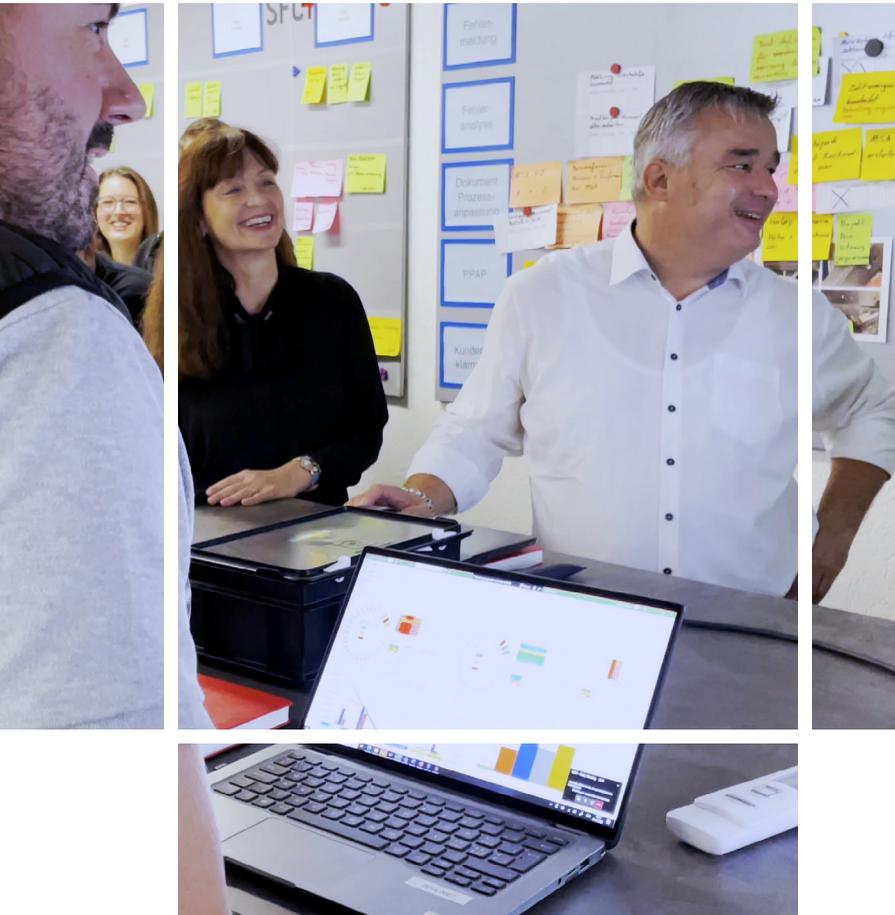
See also the IDEX Corporate [Privacy Statement](#), Global Data Protection Policy, and Records Retention and Management Policy.



## Fair and Honest Advertising

We market our products and services with honesty and integrity.

We strive to provide accurate, fair, and balanced information – highlighting the benefits and advantages of our products in a truthful and responsible way.



### How We Win

**Advertise responsibly.** To send the right message when promoting our products, we do the following:

- Insist on accuracy, clarity, and honesty
- Avoid making untruthful statements about third-party products
- Comply with applicable marketing and data privacy laws
- Receive consent as needed to refer to third parties' products or brand names



### What Would You Do?

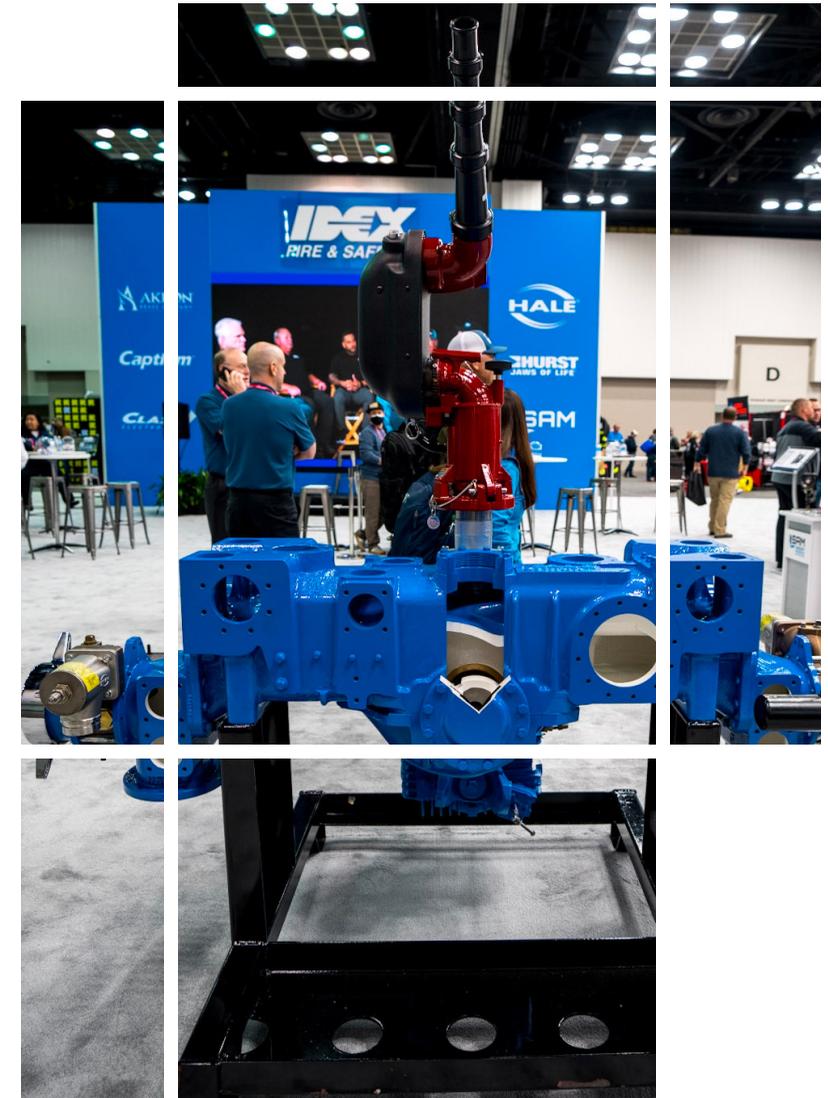
*I am putting together promotional materials, and I want to highlight a service that we do not provide yet, but hope to do so soon. Would that be ok?*

*No. Present your materials in a way that promotes reliable information. Wait until the service is available before advertising or communicating it to customers.*



### Want to Know More?

For more information, please contact the IDEX Legal and Compliance Department.





## We Are Good Stewards

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## Human Rights and Fair Labor Practices

*We believe in making a positive impact on our world, so we set high standards for ourselves and our third parties.*

We are committed to providing a healthy and enriching workplace for everyone who works with and for us, and we are committed to combating human rights violations in our global supply chain.



### How We Win

**Look out for each other.** Each of us has a responsibility to ensure that everyone associated with our company is being treated with dignity and respect. We need to work together to eliminate the following:

- Forced labor
- Human trafficking or slavery
- Physical punishment
- Unequal treatment
- Unfair wages
- Child labor
- Discrimination
- Unsafe working conditions

**Remain committed to fair labor practices.** All employees must be treated fairly and equitably, with no tolerance for human rights abuses, discrimination, harassment, or retaliation. Always respect our commitment to providing equal employment opportunities and prohibiting discrimination and harassment of all types toward employees and applicants on the basis of race, color, religion, ethnicity, sex, sexual orientation, gender identity or expression, gender stereotyping, pregnancy, childbirth or related medical condition, marital status, national origin, age, disability (physical or mental), protected military or veteran status, genetic information, citizenship status, or any other protected characteristics.

**Choose third parties wisely.** Conduct due diligence when selecting third parties. Monitor the work of third parties closely and make sure they watch **their** third parties as well.

**Know what you are entitled to.** As an IDEX employee, you invest valuable time and energy into our mission. We want to make sure you are compensated fairly and protected. To do your part:

- Report your time accurately and honestly and never work “off the clock”
- Take the vacations and meal and rest breaks you are entitled to
- Be mindful and respectful when others take time off
- Report any unsafe or unfit working conditions right away



### What Would You Do?

*I saw a story posted on social media about one of our suppliers. It suggested that they may have been involved in an incident related to unfair labor practices. Since it has not been proven and it does not directly involve IDEX, do I need to take any action?*

*Yes. We hold our suppliers accountable to our values, and if there is a suggestion of improper behavior, you should report your concern. Even if there is no direct connection between the allegations and the work they do with us, we should know what is going on so we can evaluate how to proceed.*



### Want to Know More?

For more information, please see the [IDEX Compliance and Integrity Site](#), the [Mutual Respect and No Discrimination](#) section of the Code, or contact the IDEX Legal and Compliance Department.

## Protecting Our Environment

We are committed to understanding and improving our impact on the environment.

We follow all environmental laws and regulations and continuously look to reduce the environmental impact of our operations, manage our energy usage and minimize environmental hazards.



### How We Win

We contribute to our company's environmental stewardship efforts by:

- Complying with all environmental laws and company policies
- Meeting the requirements of our environmental permits
- Reporting any spills, leaks, or unauthorized discharges
- Working to improve or reduce the impact of our operations on the environment
- Collaborating with customers to help them reduce or improve their impact on the environment



### Want to Know More?

For more information, please see the [Sustainability at IDEX website](#) or contact corporate or local EH&S leadership.





## Political and Charitable Contributions

*We encourage employees to be involved with their communities and pursue their own individual interests.*

We are supportive of employees who volunteer and give back to their communities, as our communities are stronger when people are invested in making them a better place to live.

Such activities should not interfere with your work for IDEX, be mistaken for the activities of IDEX, or put pressure on your coworkers in ways that make them feel uncomfortable.

As a matter of personal choice, employees may engage in the political process, but you may not suggest that IDEX supports a particular political party or candidate for office. IDEX generally chooses not to make corporate donations to any political candidates, parties or political action committees, and we act in accordance with applicable laws.



### How We Win

**Give personally.** Feel encouraged, but never required, to personally contribute to charitable causes that are meaningful to you. Keep in mind the following:

- All personal views should be communicated as purely your own and not those of IDEX
- Never volunteer in ways that pressure other IDEX employees to participate
- Do not use company time or resources for personal charitable and volunteer activities without permission
- Always avoid [conflicts of interest](#) and the exchange of [inappropriate gifts](#) when considering charitable donations

**Give with IDEX.** We respect and encourage personal charitable activities but recognize the power of giving back as a company, provided we do so in accordance with company policies and the law. Seek pre-approval from the Chief Compliance Officer before making any charitable contributions on behalf of IDEX.

**Engage in political activities on your own time and at your own expense.** Please keep in mind the following:

- Company donations to any political candidates, parties, or political action committees are prohibited
- Follow the laws that prohibit the use of company resources to support or oppose political candidates
- Never solicit contributions for candidates or political causes while on work time or on company property
- Never use company property or equipment for political campaigning, fundraising, or partisan political activities
- Do not suggest IDEX support for a particular political party, government official, or candidate for office
- Never promote personal political views by posting or distributing communications on or near company property
- Consult the [IDEX Legal and Compliance Department](#) before serving as a government official or running for elected political office



### Want to Know More?

For more information, please see the [Avoiding Conflicts of Interest](#) and [Gifts and Entertainment](#) sections of the Code, the [IDEX Compliance and Integrity Site](#), or contact the IDEX Legal and Compliance Department.





## SPEAK UP Resources

Do you have a question or want to file a report? If so, use these resources.

Issues or Concerns	Contact
To ask a question or to report any potential violation of the Code, any law or regulation, or any company policy	Ethics Hotline Phone: 1-866-292-2089 (international numbers below) Web: <a href="http://ethicspoint.com">ethicspoint.com</a>
To ask a question or to report any potential violation of the Code, any law or regulation, or any company policy through your local reporting channels	Local Senior Human Resources leader
To ask a question about the Code or any company policy	IDEX Legal and Compliance Department or, for employees, refer to the policy resource guide on IDEX online



Below are country-specific, toll-free numbers for the Ethics Hotline.

<b>Australia</b>	1-800-339276	<b>India</b>	000-800-100-1071 000-800-001-6112	<b>Singapore</b>	800-120-4201	<b>Puerto Rico</b>	1-866-292-2089
<b>Austria</b>	0800-291-870	<b>Ireland</b>	1-800-61-5403	<b>South Korea</b>	00798-14-800-6599	For additional country-specific contact numbers, please refer to the Ethics Hotline website listed above.	
<b>Belgium</b>	0800-77004	<b>Italy</b>	800-786907	<b>Spain</b>	900-991498		
<b>Brazil</b>	0800-891-1667	<b>Japan</b>	0800-300-8514	<b>Sweden</b>	020-79-8729	We encourage all employees to first raise their concerns internally via the local or corporate reporting channels outlined on this page. However, nothing in the Code prevents employees or others from reporting any potential violations of law or regulations directly to the relevant external competent authorities.	
<b>Canada</b>	1-866-292-2089	<b>Mexico</b>	001-800-840-7907 001-866-737-6850	<b>Switzerland</b>	0800-56-2907		
<b>China</b>	400-6-000-637	<b>Poland</b>	0-0800-121-15-71	<b>United Arab Emirates</b>	8000-555-66 8000-021 8000-061 (at prompt dial 866-292-2089)		
<b>Denmark</b>	8088-2809	<b>Netherlands</b>	0800-022-6174	<b>United Kingdom</b>	0800-032-8483		
<b>France</b>	0800-902500	<b>New Zealand</b>	0800-447-737	<b>United States</b>	1-866-292-2089		
<b>Germany</b>	0800-1016582	<b>Saudi Arabia</b>	800-850-0091				
<b>Hong Kong</b>	800-964214						