

IDEX Corporation
U.K. Modern Slavery Act Statement

The U.K. Modern Slavery Act of 2015 requires certain commercial organizations that supply goods or services in the U.K. to make an annual disclosure each financial year regarding their efforts to eradicate slavery and human trafficking from their supply chain. IDEX Corporation (“IDEX” or the “Company”), expects its suppliers to operate in a manner consistent with IDEX's Core Values of Trust, Team, and Excellence and promote integrity in all aspects of business, including labor and human rights.

IDEX is an applied solutions company specializing in fluid and metering technologies, health and science technologies, and fire, safety and other diversified products built to customers' specifications. IDEX's products are sold in niche markets to a wide range of industries throughout the world. Accordingly, IDEX's businesses are affected by levels of industrial activity and economic conditions in the U.S. and in other countries where it does business. The Company has three reportable business segments: Fluid & Metering Technologies, Health & Science Technologies and Fire & Safety/Diversified Products. Within these three reportable segments, the Company maintains thirteen platforms where it focuses on organic growth and strategic acquisitions.

IDEX has a [Supplier Code of Conduct](#), which applies to all suppliers of products, services or technology to IDEX and its subsidiaries and affiliated entities. This Code of Conduct explicitly prohibits suppliers from using forced or involuntary labor and requires suppliers to comply with all labor laws in the locations in which they operate. IDEX updated its Supplier Code of Conduct in 2020 to strengthen the language around forced and child labor. All suppliers to IDEX's U.K. businesses are provided the Supplier Code of Conduct. IDEX expects each supplier to adopt and carry out processes and procedures within its own organization that align with the IDEX Code of Conduct, as well as adopt and implement with its own suppliers, a code of conduct consistent with IDEX's policies. IDEX reserves the right to audit suppliers' conformity to the Code of Conduct, including human trafficking, as well as request certification from suppliers that they adhere to these policies. If a supplier fails to comply with IDEX's Supplier Code of Conduct, including activities related to human trafficking and illegal labor practices, IDEX reserves the right to terminate its relationship with the supplier.

To assess supplier's adherence to IDEX's Supplier Code of Conduct, IDEX suppliers are reviewed to assess the risk of human trafficking and slavery based on specific factors, including the commodity or component they provide to IDEX, supplier location, size, and other variables. Recently, 117 global suppliers were deemed to be in high-risk regions. Those suppliers were engaged to reinforce adherence to IDEX's Supplier Code of Conduct. Additional due diligence measures, including supplier audits, may be undertaken to mitigate the risk of human trafficking and slavery.

IDEX employees are familiar with the Company's Code of Business Conduct and Ethics Policy, Core Values, and Supplier Code of Conduct. In 2021, professional level employees across IDEX's businesses completed on the Code of Business Conduct and Ethics and the Supplier Code of Conduct. In addition, management and employees in key positions responsible for supplier selection and oversight of IDEX's U.K. businesses attend annual training on human trafficking. These training programs include the policies and procedures IDEX has implemented, tools to identify and mitigate areas of risk for modern slavery, and key steps for reporting any concerns. This has also been incorporated into IDEX's Learning

Management System to allow employees to review these training materials at any time.

IDEX has established an ethics hotline where employees and suppliers can anonymously report violations of IDEX's Supplier Code of Conduct, including human trafficking incidents. IDEX is committed to responsible sourcing and combating human rights violations in its global supply chain. To communicate any human rights violation, contact IDEX's Ethics Line toll-free at 866-292-2089 or by logging on to the [Ethics Point](#) website.



Eric D. Ashleman
Chief Executive Office and President
Financial Year 2022

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