



U.K. Modern Slavery Act Transparency Statement 2025

This serves as IDEX Corporation's ("IDEX" or "the Company") statement under Section 54 of the U.K. Modern Slavery Act of 2015. IDEX expects its suppliers to operate in a manner consistent with IDEX's Core Values of Trust, Team, and Excellence and to act ethically and with integrity in all aspects of business.

Company Overview

IDEX is an applied solutions provider serving niche markets worldwide. IDEX is a high-performing global enterprise committed to making trusted solutions that improve lives and are mission critical components in everyday life. Substantially all of the Company's business activities are carried out through over 50 wholly-owned subsidiaries with shared values of Trust, Team and Excellence. IDEX's diverse family of businesses is innovative and inquisitive in its quest to solve customers' most challenging applied technology problems. The Company has three reportable segments: Fluid & Metering Technologies, Health & Science Technologies and Fire & Safety/Diversified Products. The segments are structured around how to best serve customer needs, with each segment consisting of businesses that have product and end market similarities as well as common distribution methods and production processes. This structure enables management efficiency, aligns IDEX's operations with its focus on organic growth, strategic acquisitions and capital allocation priorities and provides transparency about the Company's performance to external stakeholders.

IDEX Policies and Procedures

IDEX maintains a [Supplier Code of Conduct \(the "Supplier Code"\)](#), which applies to all suppliers of products, services or technology to IDEX and its subsidiaries and affiliated entities. The Supplier Code 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 regularly reviews the Supplier Code, updating it as required, to reinforce the prohibition against modern slavery and human trafficking.

All suppliers to IDEX's U.K. businesses are provided the Supplier Code annually and are asked to review and confirm they comply with all expectations contained within it. IDEX expects each supplier to adopt and carry out processes and procedures within its own organization that align with the IDEX Supplier Code. IDEX reserves the right to audit suppliers' conformity to the Supplier Code at any time, including compliance with fair labor practices and 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, IDEX reserves the right to terminate its relationship with the supplier.

To assess adherence to the Supplier Code, 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. Suppliers deemed to be in high-risk regions are engaged

to reinforce adherence to IDEX's Supplier Code. Additional due diligence measures, including supplier audits, may be undertaken to mitigate the risk of human trafficking and slavery.

In 2024, IDEX conducted targeted employee training for IDEX employees in key positions responsible for supplier selection, oversight, and overall compliance with the Supplier Code. This training covered the Company's policies prohibiting modern slavery and human trafficking, how to identify signs of human trafficking, and how to report potential violations or issues.

In addition, IDEX maintains a [Code of Business Conduct & Ethics](#) (the "Code") applicable to all IDEX employees. The Code requires IDEX employees to conduct business ethically and with integrity, and to follow all laws and regulations wherever IDEX conducts business. All employees are trained upon hire and annually on the Code. In 2024, the annual Code training included a section highlighting the importance of selecting suppliers that are aligned with the Company's commitment to integrity, how to identify signs of modern slavery and human trafficking, and how to report such issues.

IDEX has established an ethics hotline where employees, suppliers or any member of the community can anonymously report violations of IDEX's Code or the Supplier Code, including alleged human trafficking, modern slavery, unfair labor practices, or any such issue that may violate the Company's policies or the law. Callers may remain anonymous. IDEX is committed to investigating all reports into the hotline and taking action where and when necessary in response to a substantiated complaint. The hotline can be accessed toll-free at 866-292-2089 or www.ethicspoint.com.



Eric D. Ashleman
Chief Executive Officer and President
Financial Year 2025

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