

IDEX Corporation
U.K. Modern Slavery Act Statement 2024

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 forced and child labor, modern slavery, and human trafficking from their supply chains. 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 to act ethically and with 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 twelve reporting units where it focuses on organic growth and strategic acquisitions.

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 requires our suppliers to comply with all applicable laws and regulations related to human rights, including forced and child labor, modern slavery, and human trafficking. IDEX regularly reviews the Supplier Code, updating it as required, to reinforce the importance of responsible supply chain management, including the prohibition against forced and child labor, modern slavery, and human trafficking.

All suppliers to IDEX’s businesses are provided the Supplier Code and are asked to review the obligations contained therein. 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' compliance with these obligations. If a supplier fails to comply with IDEX's Supplier Code, IDEX reserves the right to terminate its relationship with the supplier.

IDEX suppliers are reviewed periodically to assess the risk of forced and child labor, modern slavery, and human trafficking based on specific factors, including the commodity or component they provide to IDEX, supplier location, size, and other variables. Based on the results of those assessments, additional risk mitigation measures may be undertaken for those suppliers deemed to be higher risk.

Each year, management and employees in key positions responsible for supplier selection and supplier management attend training on IDEX’s Supplier Code and policies regarding human trafficking, including how to identify signs of human trafficking and the various internal reporting mechanisms in place.

In addition, IDEX maintains a Code of Business Conduct & Ethics (the “Code”) which 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.

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, or unfair labor practices. IDEX is committed to responsible sourcing and combating human rights violations in its global supply chain. To communicate any unfair labor practices or human rights violations, contact IDEX’s Ethics Line toll-free at 866-292-2089 or by logging on to the Ethics Point website at www.ethicspoint.com.

Eric D. Ashleman
Chief Executive Officer and President
Financial Year 2024

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