

# IDEX Supplier Code of Conduct

**This Supplier Code of Conduct applies to all suppliers of products, services or technology to IDEX Corporation and its subsidiaries and affiliated entities.**

**While IDEX recognizes that there are a variety of legal and cultural environments in which its suppliers operate, IDEX has certain minimum behavioral expectations and requirements for all suppliers as set forth in this Supplier Code of Conduct. These behavioral expectations and requirements are consistent with the behavioral expectations and requirements that IDEX has for its own Units.**

**GENERAL EXPECTATION.** It is expected that a supplier will at all times act ethically and in compliance with all applicable laws, rules and regulations.

**BRIBES AND OTHER IMPROPER PAYMENTS.** A supplier must never directly or indirectly offer, solicit, accept, make or provide any bribe, kickback or other improper payment or thing of value in connection with any matter involving or relating to IDEX or any product, service or technology it provides to IDEX.

**EXPORT AND IMPORT OF PRODUCTS, SERVICES AND TECHNOLOGY.** A supplier must always comply with all applicable export and import laws, rules and regulations in connection with any matter involving or relating to IDEX or any product, service or technology it provides to IDEX, including, but not limited to, all applicable export controls, trade sanctions and anti-boycott regulations.

**CURRENCY CONTROLS AND MONEY LAUNDERING.** A supplier must always comply with all applicable currency controls and never directly or indirectly participate in or cooperate with any money laundering scheme in connection with any matter involving or relating to IDEX or any product, services or technology it provides to IDEX.

**ORIGIN AND SOURCE.** It is expected that a supplier will make the inquiries and conduct the due diligence required to provide IDEX with the origin and source of both the products it supplies to IDEX and the materials, components and parts contained, included or used in the products it supplies to IDEX. A supplier must never provide IDEX with any product that it knows or suspects to be counterfeit or to have an origin other than the origin specified for such product or that contains, includes or utilizes any material, component or part that it knows or suspects to be counterfeit or to have an origin other than the origin specified for such material, component or part. In addition, a supplier must never provide IDEX with any product that it knows or suspects to contain, includes or utilize any "Conflict Mineral"<sup>1</sup> without advising IDEX that the product contains, includes or utilizes such Conflict Mineral.

**CONTROLLED PRODUCTS, SERVICES AND TECHNOLOGY.** A supplier must never provide IDEX with any product, service or technology that it knows or suspects to be subject to export controls or licensing requirements or other similar controls or requirements (e.g., ITAR-

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<sup>1</sup> "Conflict Minerals" are gold, tin, tantalum and tungsten and derivatives thereof from conflict mines in and around the Democratic Republic of the Congo, including mines in Angola, Burundi, Central African Republic, Congo Republic, Rwanda, Sudan, Tanzania, Uganda and Zambia.

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controlled or EAR-controlled (licensable) product) without advising IDEX that the product, service, or technology is subject to such controls or requirements.<sup>2</sup>

**PERSONAL FAVORS, LOANS, GIFTS AND OTHER BENEFITS.** A supplier must not directly or indirectly offer, make or provide any personal favor, loan, gift or other benefit to any IDEX director, officer, or employee or any spouse or other close family member of any IDEX director, officer, or employee other than a casual favor or entertainment or non-money gift of nominal value that could not reasonably be expected to influence decisions related to the supplier or its products, services or technology and otherwise not give rise to a conflict of interest with IDEX.

**ARRANGEMENTS AND RELATIONSHIPS.** A supplier must not have any direct or indirect ownership, employment, consulting, financial or other arrangement or relationship with any IDEX director, officer or employee or any spouse or other close family member of any IDEX director, officer, or employee that could potentially influence decisions related to the supplier or its products, services or technology or otherwise give rise to a conflict of interest with IDEX.<sup>3</sup>

**DISCRIMINATION AND EQUAL OPPORTUNITY.** A supplier must always comply with all applicable laws, rules and regulations concerning discrimination and equal opportunity in hiring and employment practices.

**FORCED AND CHILD LABOR.** A supplier must never use forced or involuntary labor and must always comply with all applicable child labor laws, rules and regulations and use only workers who meet minimum age requirements in the locations in which it operates.

**WAGES AND WORKING HOURS.** A supplier must always comply with all applicable laws, rules and regulations regarding wages and working hours in the locations in which it operates, including, but not limited to, all applicable laws, rules and regulations relating to time off and overtime pay.

**ENVIRONMENT.** A supplier must always comply with all applicable environmental laws, rules and regulations and endeavor to conduct its operations in a way that preserves and protects the environment.

**HEALTH AND SAFETY.** A supplier must always comply with all applicable health and safety laws, rules and regulations and provide a healthy and safe working environment that promotes accident prevention and minimizes exposure to health and safety risks.

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<sup>2</sup> The only exception would be a “made to print” product using a drawing or design provided by IDEX.

<sup>3</sup> The only exception would be an arrangement or relationship that has been fully disclosed to IDEX and either (i) has been approved in accordance with IDEX’s Related Person Transaction Policy (LGL-WW-10-110) or (ii) has been approved by the IDEX General Counsel or Deputy General Counsel and by a senior executive of the IDEX unit, group or segment to which supplier is providing products, services or technology who has no direct or indirect personal interest or involvement in the arrangement or relationship. If supplier is a public company, a nominal investment in supplier’s publicly traded securities is not considered to be an arrangement or relationship that could potentially influence decisions related to the supplier or its products, services or technology or otherwise give rise to a conflict of interest with IDEX.

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**CONFIDENTIAL INFORMATION.** It is expected that a supplier will always take reasonable precautions to preserve and protect confidential information and will never make or permit any unauthorized disclosure or use of confidential information that it may receive or obtain or to which it may be given access in connection with its relationship with IDEX, whether the information relates to IDEX, any of its customers or other suppliers, a potential acquisition or disposition, or otherwise.

**SECURITIES LAWS AND INSIDER TRADING.** A supplier must always comply with all applicable securities and insider trading laws, rules and regulations and must never use any material non-public information that it may receive or obtain in connection with its relationship with IDEX, whether the information relates to IDEX, any of its customers or other suppliers, a potential acquisition or disposition, or otherwise, to buy or sell stock or other securities of IDEX or any other entity.

**PERSONAL DATA AND OTHER PRIVATE INFORMATION.** A supplier must always comply with all applicable laws, rules and regulations relating to the collection, processing, transmission, disclosure and use of personal data and other private information in connection with any matter involving or relating to IDEX or any product, service or technology it provides to IDEX.

**INTELLECTUAL PROPERTY.** It is expected that a supplier will always honor and respect proprietary designs and drawings, patents, and other intellectual property rights and will never make or permit any unauthorized use of proprietary designs or drawings, patents or other intellectual property that it may receive or obtain or be licensed or otherwise be permitted to use in connection with its relationship with IDEX, whether the designs or drawings, patents or other intellectual property rights belong to IDEX, any of its customers or other suppliers, or otherwise.

**Each supplier of products, services or technology to IDEX is expected to (1) adopt and carry out processes and procedures within its own organization that enable it to comply with this Supplier Code of Conduct and (2) adopt and implement with respect to its own suppliers a code of conduct consistent with this Supplier Code of Conduct.**

**Any violation of this Supplier Code of Conduct is to be reported to IDEX immediately upon discovery. Each supplier of products, services or technology to IDEX must allow its employees to report violations of this Supplier Code of Conduct to IDEX without threat of retaliation or punishment.**

**IDEX shall have the right to require each of its suppliers of products, services or technology to (1) confirm and certify its acceptance of and compliance with this Supplier Code of Conduct and (2) permit IDEX to audit its compliance with this Supplier Code of Conduct. If a supplier fails to comply with this Supplier Code of Conduct in any significant respect, IDEX shall have the right to wholly or partially suspend or terminate its relationship with the supplier and any or all outstanding purchase orders, contracts and agreements with the supplier without penalty, liability or obligation.**

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