

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

IDEX recognizes that suppliers operate in a variety of legal and cultural environments. Even so, IDEX has certain minimum behavioral expectations and requirements for all suppliers as set forth in this Supplier Code of Conduct. These expectations and requirements are consistent with those applied by IDEX to its own Business Units.

GENERAL EXPECTATION. A supplier is expected to act ethically and in compliance with all applicable laws, rules and regulations at all times.

BRIBES AND OTHER IMPROPER PAYMENTS. A supplier must never directly or indirectly offer, solicit, accept, promise, 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.

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 reasonable 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.¹

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.

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

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.

¹ 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.

² The only exception would be a "made to print" product using a drawing or design provided by 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 produced using forced labor as described below, 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.

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 nonpublic 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.

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, including, but not limited to, laws prohibiting discrimination based on race, religion, gender, age, sexual orientation, or disability.

ANTI-HARASSMENT. A supplier must always treat its employees with respect and not subject them to any type of corporal punishment; physical, sexual, psychological, or verbal harassment or abuse. In addition, they must comply with applicable laws that allow employees to anonymously report their concerns about harassment.

FORCED AND CHILD LABOR. A supplier must never participate in human trafficking or use forced, involuntary, child, or slave labor. In addition, a supplier must never obtain materials or services from sources which utilize human trafficking or any type of labor that does not comply with all applicable labor laws, rules, and regulations in the locations in which it operates.

CONFLICT MINERALS. A supplier must comply with IDEX's Conflict Minerals³ Policy, including response to reasonable country of origin inquiries for the products supplied to IDEX when requested.

³ "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. 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.

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. It is expected that a supplier will make information available about any restricted or regulated substances in products supplied to IDEX, which includes providing compliance declarations upon request.

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.

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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