



Focusing on What Matters

2018 Corporate Social Responsibility Report

Table of Contents

A Message from Our CEO	3
About IDEX	4
Stakeholder Engagement & Materiality	6
Corporate Governance	8
Great Teams	10
Human Capital	10
Inclusion & Diversity	18
Workplace Health & Safety	24
Community Impact	30
Customer Obsession	40
Quality Customer Solutions	40
Embracing 80/20	46
Business Ethics & Integrity	46
Environmental Stewardship	54
Responsible Supply Chain	60

Cover Image: The cover of this report features a close range image of a DNA sequence, something our IDEX Health & Science solutions help families and patients access every day. Whether for life sciences research or patient diagnostics, the application probably requires intricate technology created by microfluidics experts at IDEX Health & Science. The world of life sciences is becoming increasingly complex, but IDEX's highly-innovative solutions streamline functionality, manufacturing, and costs to make the complex more accessible.

A Message from Our CEO



We celebrated IDEX's 30th year in 2018. In many ways, it was a landmark year for our family of businesses. We developed the IDEX Difference, a new way of communicating our unique approach to business, which combines the three pillars of our winning strategy—Great Teams, Customer Obsession, and Embracing 80/20.

As IDEX continues to grow, we have made a conscious choice to avoid the typical approach to managing a diversified collection of manufacturing businesses like ours. Another growing company might have chosen to centralize their operations. Not us. IDEX embraces the entrepreneurial agility that comes with keeping decision-making processes closer to our customers. We balance the needs of scaling an organization with the realities of being hyper-decentralized. Deploying resources in the right way is critical—we cannot excel at everything. That is where focusing on what matters by Embracing 80/20 comes in.

We are carrying that same theme through this, our 2018 Corporate Social Responsibility Report. Last year, we engaged with a third-party advisor to help us conduct our first materiality assessment for environmental, social, governance, and product areas. The results of this assessment validated our priority areas and informed the content of this report. Like our businesses, this inaugural report directly focuses on the areas that matter the most to the long-term health of IDEX—including our Great Teams and our Customer Obsession.

Relentless focus on what matters most is how IDEX manages our environmental, social, governance, and product material topics. We enable our businesses to be exceptional in the areas that count. One great example is the sustainable manufacturing initiative that we embarked on in 2018. We learned that electric power represented roughly 88 percent of our annual natural resource consumption costs, and that 15 of our facilities accounted for more than 80 percent of IDEX's total electricity consumption. Rather than develop companywide initiatives, we pursued aggressive electric efficiency projects at those sites, where we knew we could make the largest impact and achieve a significant return on our investment.

In support of Great Teams, we hired our first Vice President of Global Inclusion and Diversity. We know that a more inclusive culture and more diverse workforce is critically important to our long-term performance and our ability to retain and attract talent. Our Great Teams are greater when they are diverse and well rounded. In fact, Diversity is quite literally our middle name. You see, IDEX stands for Innovation, Diversity, and Excellence.

IDEX is committed to being a different kind of company—not the biggest, but the best in the niche markets where we operate. We set ourselves apart from our competitors by delivering trusted solutions for our customers' most mission-critical problems. We deliver on that promise through the three pillars of the IDEX Difference. I am proud to share the story of the IDEX Difference with you in our inaugural CSR Report.


Andy Silvernail, CEO

About IDEX

IDEX is a different kind of company.

While the IDEX family is a collection of 40 unique, diverse, and global businesses, we are truly one company because of our dedication to integrity and high-performance, supported by our [vision and values](#), investments in teams and talent, and commitment to an inclusive and diverse environment.

The IDEX culture embraces winning as a team where people live our values and have the opportunity to do and be their best every day. IDEX employees thrive because they believe they are part of something bigger than themselves—united in our quest to create trusted solutions that improve lives.

We are a large and growing company. Founded in 1988 with three small, entrepreneurial manufacturing companies, our first year sales were just \$209 million. By growing our existing businesses and acquiring new ones, our total annual sales now exceed \$2 billion.

When we became IDEX 30 years ago, we continued the stories of our businesses' founders, some of which have legacies dating back more than 100 years. Their principles—being nimble, entrepreneurial, and customer-focused, continue to be our core strengths today.

Serving our customers is our priority and at the heart of everything we do. Our diverse family of businesses demonstrates innovativeness and inquisitiveness in its quest to solve our customers' most challenging applied technology problems. These businesses operate with a high degree of autonomy, yet are all united and strengthened by a solid, stable foundation made up of our [values, vision, and culture](#).

We win because we focus on what matters. This is something we call embracing 80/20, also known as the Pareto Principle, which posits that 80 percent of output comes from 20 percent of the input. In other words, only a few key things are really important to success. The majority of things are not. At its most basic level, 80/20 moves us down a road where we simplify to focus so that we can accelerate the flow of ideas, products, and services between our businesses and our customers. By reducing or eliminating non-value added work, we have the freedom to concentrate on building high performing, inclusive teams who serve our customers by embracing 80/20, not as a tool but as a fundamental way of working.

We also know that great teams and talent are the keys to our success. We win because our talented teams are fanatically focused on solving our customers' problems.

This concept—great teams who embrace 80/20 while focusing on serving our customers—is what we refer to as The IDEX Difference.



We win for our employees, our customers, and our shareholders by marrying the best of yesterday—the deep heritage, knowledge, and problem-solving expertise of our founding entrepreneurs—with the relentless focus, cultural, and values that define our ways of working today.

IDEX is grounded in the strong history and heritage of the companies that make up our roots. We are proud of the products we build, and believe those we create in the future will continue to improve even more lives. We are, and always will be, a company that is focused on what matters most and puts the customer at the center of what we do. While we are proud of our highly engineered products, we recognize our teams and talent are who fuel the IDEX Difference. IDEX is a different kind of company, and we plan to keep it that way.



Stakeholder Engagement & Materiality

IDEX’s mission is to improve the lives of the more than 7,000 people who are part of the IDEX family, the communities in which we live and work, as well our investors, customers, and users of our products.

As an embodiment of our commitment to focus on what matters, in the summer of 2018, we conducted a materiality assessment to help us identify and prioritize those environmental, social, governance, and product topics that are most impactful to IDEX and our stakeholders. These efforts are consistent with our mission to improve the lives of the more than 7,000 people who are part of the IDEX family, the communities in which we live and work, as well our investors, customers, and users of our products. We utilized the results from the materiality assessment to inform our first Corporate Social Responsibility Report.

Working with a third-party facilitator, we researched sustainability and corporate social responsibility in our industry, surveyed stakeholder resources for their opinions, and conducted benchmarking analyses to surface a universe of relevant issues and key strategic areas. Armed with a comprehensive list of potential topics, IDEX engaged a variety of internal and external stakeholders to gather evidence on our most significant impacts, risks, and opportunities.

IDEX Difference Pillar	IDEX Material Topic
GREAT TEAMS	Human Capital
	Inclusion & Diversity
	Workplace Health & Safety
	Community Impact
CUSTOMER OBSESSION	Quality Specialized Solutions*
	Customer Relationships & Retention*
EMBRACING 80/20	Business Ethics & Integrity
	Environmental Stewardship
	Responsible Supply Chain

*Combined into [Quality Customer Solutions](#) for the purposes of this report

We interviewed a cross-functional group of IDEX employees, including the Executive Leadership Team, members of our Corporate Social Responsibility Committee, as well as other employees of varying levels both within and outside of the United States. We gathered external perspectives through interviews with members of our Board of Directors, customers, industry associations, and community leaders, and a review of customer and investor environmental, social, and governance (ESG) requests and priorities.

We validated the results of our assessment with our Corporate Social Responsibility Committee, our Executive Leadership Team and the Nominating and Corporate Governance Committee of the IDEX Board of Directors. These results formed the basis of the content in our first report.



Corporate Governance

A strong commitment to sound principles of corporate governance is part of our overall Corporate Social Responsibility strategy.

As the ultimate stewards of our business, our Board of Directors and Executive Leadership Team set the strategic direction of IDEX.

The Board of Directors has direct oversight of key environmental, social, and governance topic areas, including ethics, succession planning, executive compensation, and other material issues that may surface throughout the course of our annual enterprise risk assessment.

Our Board of Directors consists of nine members, eight of whom are currently independent as defined by NYSE and SEC rules. All members of our Audit, Compensation, and Nominating and Corporate Governance Committees are also independent. Each committee has a written charter available on our [Corporate Governance Highlights website](#).

Additional details regarding our corporate governance policies and disclosures can be found in IDEX's [Proxy Statement](#) on the [investor relations page](#) of our website.

Human Capital

IDEX's workforce is one of our greatest sources of sustainable value. Our ability to deliver on our objectives and build lasting relationships with our customers depends on the capabilities, attraction, and retention of the talented teams who come to work every day. One of the pillars of the IDEX Difference is 'Great Teams' — because we understand that investing in our people makes good business sense.

Strategic Investment

Our Great Teams are part of our strategic approach to growing our business, and we manage our valuable talent accordingly. IDEX focuses on hiring and investing in strong leaders, building a culture of [inclusion and diversity](#), offering pathways and opportunities for development, and fostering best-in-class levels of engagement. These areas require close, individual attention, but work together to create the organization necessary to delivering on our vision.

IDEX focuses on hiring and investing in strong leaders, building a culture of inclusion and diversity, offering pathways and opportunities for development, and fostering best-in-class levels of engagement.

Attracting & Retaining Top Talent

The ‘war for talent’ is real and IDEX is winning the battle for high-potential employees. We manage our attraction and retention of quality talent by leveraging both internal and external pipelines. To improve our talent bench, we identify high-value individuals who are a good fit for IDEX and bring them into the company rather than into a specific role. We onboard these individuals, orient them to the company, and have them focus on leading a project until the right opportunity arises for them to take on a specific role.

We are also deeply invested in our internal pipeline. Many of our vacancies are filled from within IDEX. These colleagues already know and live our IDEX values and understand our operating model. Leveraging our institutional knowledge and capabilities makes IDEX even more efficient. Promoting from within also allows us to develop new generations of talent and work to train the IDEX leaders of the future.

Training & Development

Systemic individual and team development is critical to IDEX’s winning strategy for long-term value creation and high performance. The IDEX Academy enables continuous learning and growth opportunities for employees at all levels. In addition to development resources for individuals, we offer several formal programs to better position our leaders, managers, and supervisors for success, including:

- **New Leader Orientation Program:** for newly hired leaders to IDEX
- **Leadership Excellence Program:** for preparing IDEX leaders to face future challenges and capitalize on opportunities
- **Business Leader Excellence Program:** for new business line leaders or IDEX General Managers
- **Management Excellence Program:** for employees currently leading others
- **Supervisory Excellence Program:** for employees in a new supervisory role

Each program is sponsored by a member of the IDEX Executive Leadership Team. These programs are available to employees around the globe. In 2018, 25 percent of the 636 participants worked outside of the United States. The IDEX Academy supports additional regional talent development programs in India, China and the United Kingdom.

To improve our talent bench, we identify high-value individuals who are a good fit for IDEX and bring them into the company rather than into a specific role. Promoting from within also allows us to develop new generations of talent and work to train the IDEX leaders of the future.



X-Smart®

Five years ago, IDEX’s Global Dispensing business designed a revolutionary paint tinting and dispensing product for the Indian and Southeast Asian markets. Unlike our primary dispensing customers, big box home improvement stores in mature markets, customers in emerging markets had significant constraints on the product’s complexity, size, and cost.

We sent our engineers to a storefront of a potential customer in India to truly understand their unique circumstances and challenges. We started from scratch and built a product specifically for the needs of customers in India and Southeast Asia. X-Smart is compact, resistant to dust and moisture, and simple to assemble, operate, and repair. It took us two-and-a-half years to develop. By the time we launched X-Smart, our competitors had already made it to the market—but X-Smart was the better product and has captured the leading market position. We sold our 50,000th X-Smart unit in 2018.

Also in 2018, we offered an update to the technology needed to operate X-Smart. Customers can now run their X-Smart machine from an app on their smartphones, further increasing accessibility and ease of use, which is critical in areas where mobile phones are often the most reliable form of internet access, while also eliminating the need for a costly and bulky PC and monitor.

“Being in the top quartile of employee engagement measures is a goal we set three years ago. Through focus and effort, we’re right there. That’s a tremendous accomplishment. But, there’s still room for continued improvement.”

ANDY SILVERNAIL, CEO



Best-in-Class Employee Engagement

IDEX knows engaged employees are happy and productive employees. Accordingly, in 2015, we set a goal to perform in the top quartile for employee engagement among manufacturing companies. This goal to become a world-class leader illustrates how seriously we feel about the sustainable value that comes along with having an engaged workforce. In 2018, IDEX scores for both Employee Engagement and Manager Effectiveness put us in the top 25 percent of manufacturing companies surveyed globally. While we are incredibly proud of our performance overall, we continually look for ways to improve. Our 2018 survey results helped us identify three focus areas for improvement—employee recognition, training, and career development. Using this information, local business leaders will develop plans to improve engagement at the local level.

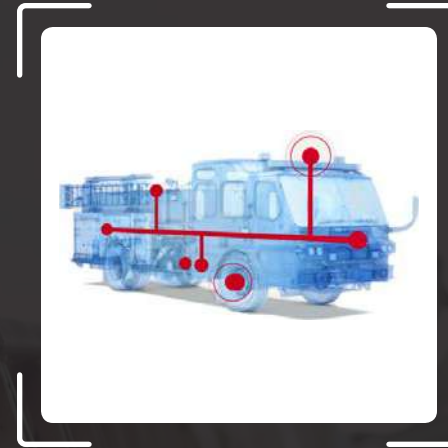
Our Journey

Our commitment is to be a long-term partner for all of our constituents, including our employees. Whether they are joining IDEX for the first time or celebrating a decade of service with the company, we know that continued investment in attracting, retaining, developing, and engaging our people is critical to our value proposition for both our customers and workforce.



New Parental Leave Policy for Our U.S. Employees

As part of our commitment to inclusive policies, our employees, and their benefits, and as recognition of the importance of balancing work and familial responsibilities, IDEX recently began providing eligible parents six weeks of paid time off following the birth or adoption of a child, effective January 1, 2019. This new policy means that eligible mothers giving birth to a child receive up to a total of 12–14 weeks paid time off when coupled with paid time available under IDEX's short-term disability coverage. Biological fathers or adoptive parents who are eligible receive six weeks of paid time off to encourage bonding with their new child and support for their family during the transition. IDEX is excited to offer this benefit to our U.S. employees, which is another clear example of how we live our values.



Captium™

No segment of our business more fully embodies our mission to improve lives than IDEX Fire & Safety. For our products that assist first responders and rescuers, every second we gain through more efficient or reliable products, or safety enhancements we are able to make to operation, is a real opportunity to save lives.

Captium, our connected-vehicle platform, is the first of its kind in the market. Captium digitally connects equipment, electronics, and vehicle networks over the Microsoft Azure Government cloud. First responders share key data on a user-friendly mobile dashboard. The information shared using Captium enables safer, more efficient operations and maintenance to mission-critical equipment. The platform is now a standard offering on equipment from leading fire-truck manufacturers.

Our legacy of equipping fire and safety teams goes back more than a century. Captium is an example of IDEX businesses leveraging their deep expertise and customer relationships to design the right tools for the job, bringing the ease of familiar technology to our first responders and peace of mind to the community.

Inclusion & Diversity

Diversity has always been an IDEX core value. The origin of our name comes from an acronym of Innovation, Diversity, and Excellence. At IDEX's founding, we understood that diversity strengthens our business model by building a well-rounded portfolio of products and businesses. As we continued on our journey, we further understood the value gender and ethnic diversity, amongst all aspects that make all of our people uniquely different, brings to our teams.

Meaningful Progress

IDEX knows inclusion and diversity has a positive impact across our value chain, from choosing diverse suppliers, to building global teams and engaging with our Board of Directors. It is an integral part of the way we lead and operate and is essential to our employee value proposition.

In October 2018, IDEX hired its first ever Vice President of Global Inclusion and Diversity. The Vice President of Global Inclusion and Diversity is working with key senior leaders to implement a multi-year inclusion and diversity strategy aligned with our strategic objectives and operating plan. IDEX also has an Inclusion Council, with representatives from many of our businesses. The Council serves as a working group to help operationalize and serve as champions for inclusion and diversity.

Beyond efforts at the corporate level, IDEX understands the importance of shared experience among peers. To that end, we support inclusion networks across the globe. These include networks, such as InBalance (formerly known as the European Women's Network), and a Finance Inclusion Committee, focused on fostering an inclusive culture in IDEX's finance function.

The IDEX workforce encompasses colleagues from countries across the globe and of different generations. Our leaders understand the importance of successfully developing talent from all walks of life to ensure opportunities for each individual and for IDEX as a whole. As evidence of this, IDEX has embedded inclusion and diversity within all of our leadership development programs. Our businesses have benefitted from our Dignity and Respect training, a course that discusses practical ways to show kindness, empathy, and openness for differences. This course will be incorporated into IDEX's Inclusion curriculum, which includes templates on how leaders can demonstrate inclusive behaviors and visibly commit to inclusion and inclusive teams, as well as courses to learn more about the neuroscience of bias and its impact on talent decisions.

U.S. Pay Equity Study

Our heightened awareness of equality led IDEX to conduct a pay equity study for U.S. employees in 2018. The study's purpose was to assess pay equity by using multiple regression analysis to ensure that employees' actual pay was substantially similar to their predicted pay. Multiple regression analysis takes into account multiple factors to predict pay for an individual employee within a particular company. As a result, we learned that less than 1.5 percent of our U.S. employees' actual pay was below their predicted pay, and where appropriate we provided base pay adjustments to address these results, further reinforcing IDEX's commitment to diversity and a culture of inclusion, equality, and respect.

Continuous Improvement on Gender Diversity

Between 2017 and 2018, the number of female general managers hired at IDEX business units increased by over 50%. We are very proud of our progress in this area and continue to report on our progress to our Executive Leadership Team on a monthly basis.

Our Journey

As part of our inclusion strategy, IDEX has introduced pathways into leadership roles, which leverage diversity metrics in order to hire women, people of color, and marginalized members of both rural and urban communities. These pathways will help accelerate our diverse hires in all positions, but with an emphasis on senior level roles across our organization.



International Women's Day

In 2018, IDEX celebrated its second annual International Women's Day campaign. The campaign targets gender parity, and the number of IDEX employees who pledged their support grew from 200 in year one to over 600 in year two. In addition, across the globe, IDEX businesses held breakfast and lunch events and participated in many other activities in support of International Women's Day.

In furtherance of these efforts, our InBalance network:

- Provides mentoring and coaching to women—an underrepresented talent pool in some of our businesses and functions;
- Develops and maintains career paths for women;
- Provides professional and ongoing development; and,
- Enables and empowers women to thrive in their careers.

As it continues to grow, the InBalance network will remain focused on expanding the network, establishing formal mentoring programs, participating in recruitment and retention, and developing talent strategies specifically related to STEM.



“With the support from our CEO and Executive Leadership Team, inclusion and diversity will be positioned to have significant impact on our culture and profitable growth.”

**CHRISTAL MORRIS, VICE PRESIDENT,
GLOBAL INCLUSION & DIVERSITY**

College Recruiting Program

Attracting early-career professionals is a key strategy in IDEX’s approach to our external pipeline. Hiring early-career professionals gives them the opportunity to learn the company’s values and business, and to grow within the company for years. We launched our college recruiting program in 2018 with that vision in mind. IDEX businesses offer a unique opportunity for program participants to explore varying professional functions, as well as industries and products. IDEX’s small teams mean that program participants have responsibilities that drive results and immediate impact.

As Samantha Wyatt, a recent graduate of Southern Methodist University who is currently working with our Corken business unit, put it, “the more you do, the more you learn.” The program’s design provides participants with experiential learning opportunities, which help build IDEX’s future funnel of diverse, ambitious leaders. In the first year of the program, 83% of participants were diverse hires.

Workplace Health & Safety

At IDEX, the safety of our employees and contractors is of the utmost importance to our business. Our expectation for excellence hinges upon our ability to keep our team safe, every single day. For this reason, health and safety are the first topics covered in daily management meetings at every IDEX business worldwide, and are discussed at each work cell when site leaders walk their shop floors every day.



ADS[®] Environmental Services' PRISM[™]

IDEX's ADS Environmental Services business unit has been serving the water and wastewater industry for over 43 years, providing integrated solutions to help municipalities diagnose and correct wastewater infrastructure problems.

ADS launched its new PRISM[™] advanced web application in late 2018. PRISM represents a great leap forward in cloud computing and database management capabilities, propelling client data into the world of machine learning, artificial intelligence, and predictive analytics. ADS listened closely to its customers and built a revolutionary new software product that provides an advanced platform for rapid growth in data management, viewing, analytics, and data science.

PRISM connects customers to an ADS monitoring network, delivering near real-time operational intelligence on the status of their wastewater collection system. It is the fastest and easiest way to visualize the condition of the collection system monitored by ADS sensing technologies. PRISM's blockage prediction assists in preventing sewer overflows by coupling flow depth data with smart algorithms to sense developing sewer blockages. With sufficient advance notification, sewer system managers can direct appropriate resources to emerging threats in a timely and cost-effective manner to resolve them well before sewer overflows occur. This new functionality, along with flow anomaly data recognition and alerting using advanced machine learning, enables the user to become proactive, rather than reactive in the management of their collection system.

Established Safety Culture

Our Corporate Environmental, Health & Safety (EH&S) leadership works closely with EH&S site leaders and employee safety committees to provide health and safety guidance and resources to all of our business units. We comply with all local health and safety regulations, and encourage [ISO 45001 certification](#) for our manufacturing facilities to ensure that our employees have the safest working conditions aligned with industry-best standards.

Guided by our health and safety policies, IDEX employees exercise extreme caution in their day-to-day tasks to prevent injury and illness in every situation. We provide safety data sheets for all of the chemicals that our employees may handle, provide task-specific training, and require employees to use appropriate personal protective equipment (such as gloves, eye and hearing protection, safety shoes, ventilation units, and respiratory protection) at all times. Our EH&S Leadership conducts regular compliance audits to identify potential EH&S and compliance risks associated with equipment, materials, processes, and operations, and partners with site leadership to promptly implement corrective actions.

Beyond ensuring safety in our facilities, we encourage a culture of health and wellness. Through a partnership with Interactive Health, we offer a Wellness Program for all full-time employees participating in our U.S. Healthcare Benefit Plan. This program includes health evaluations, annual biometric screenings, and the opportunity for a wellness credit for employees and their spouses or domestic partners for participating and for meeting their individual wellness goal each year. Many business units coordinate complementary programs such as walking clubs, health fairs, or lunch and learns with a nutritionist, and offer weight loss program discounts, discounts for health club facilities, and healthy snacks. For more information on employee benefits, please visit [Our Benefits and Rewards](#).

Safety Metrics

To evaluate the success of our health and safety approach, we set annual goals, measure our progress against these goals, and continuously look to identify best practices and areas for improvement. At a corporate level, we measure total case incident rate (TCIR) and lost workday case incident rate (LWCIR) for all of our facilities worldwide. As of December 31, 2018, our rolling twelve month average TCIR was approximately 1.22 and our rolling twelve month average LWCIR was approximately 0.41. Our EH&S teams review these statistics monthly and conduct root cause analyses for lost workday cases. The results are shared with our businesses to foster a culture of continuous improvement and to help prevent future incidents.

Our Journey

As we look to the future, we will continue building upon our 2018 efforts to pursue our EH&S vision to provide an injury free workplace for our employees and prevent pollution of the environment.

We set annual goals, measure our progress against these goals, and continuously look to identify best practices and areas for improvement. The results are shared with our businesses to foster a culture of continuous improvement and to help prevent future incidents.

“We commit to fostering safe workplaces and practices. An emphasis on safety is not optional—doing our best to make sure employees return to their families safe each night is a fundamental obligation.”

LISA PRESUTTI, AEGIS GENERAL MANAGER



AEGIS® Flow Technologies Celebrates a Year of Safety

In 2017, IDEX's Aegis Flow Technologies business unit, a leader in the design and production of specialty chemical processing valves, set a goal of zero lost time safety incidents for an entire year. In the summer of 2018, the team at Aegis celebrated as they surpassed a year of incident-free performance, and by February 2019 they had reached 600 days and counting.

Safety is paramount in any IDEX business, regardless of the nature of production. Aegis specializes in severe duty valves, pipes, and fittings primarily used in the production of extremely harsh chemicals like chlorine and sulfuric acid. Their products are instrumental in keeping customers safe when handling hazardous chemicals. Aegis' focus on operational safety is another great example of IDEX's commitment to provide a safe and healthy work environment for all of its employees.

Community Impact

IDEX leadership and employees feel a strong calling to support our communities. Many IDEX businesses are primary employers in their cities, which heightens our responsibilities to the communities in which we operate. We know our communities are stronger when the people who live and work there are invested in making them better places to live.

Partners for Good

The IDEX Foundation functions alongside IDEX and its business units to support much of the work that we do in our communities. Founded in 2014, IDEX Foundation’s mission is to engage our customers, shareholders, and employees to create value and positively impact the communities in which we live and work. In its inaugural year, the Foundation donated \$44,000, supporting eight events and 130 volunteers. Over time, the Foundation’s impact has grown significantly. By 2018, our total impact included 7,000+ volunteers, 180 events, over \$1.2 million donated, and almost half of our sites participating.

To focus our efforts on where we believe we can have the most impact, the IDEX Foundation directs its contributions to serve the following issue areas:

- **Leadership and Education:** Building leaders through youth-based programs, including focused education and skill development in the areas of science, technology, engineering, and mathematics (STEM).
- **Community Engagement:** Improving the communities in which we live and work through funding assistance and direct IDEX employee involvement.
- **Health & Safety:** Supporting direct response in the face of disasters and emergencies, which is directly aligned to our Fire & Safety business objectives.

Our community programs involve our corporate and individual businesses, from our CEO to local business unit employees, who contribute their time and expertise to help our neighbors. Many of our businesses have separate community engagement initiatives outside of those that the IDEX Foundation supports. Each of our businesses has a site coordinator who is responsible for partnering with local organizations and engaging our interested employees.

Our Journey

Moving forward, we will continue to grow our positive impact on local communities. By encouraging our employees and businesses to collaborate with local partners, with help from the IDEX Foundation, we will make a lasting difference.

Many of our businesses have separate community engagement initiatives outside of those that the IDEX Foundation supports. Each of our businesses has a site coordinator who is responsible for partnering with local organizations and engaging our interested employees.

Community Involvement Metrics	2016	2017	2018
NUMBER OF VOLUNTEERS	1,100	1,400	3,062
AMOUNT OF DONATED FUNDS	\$192,000	\$311,000	\$573,000
PERCENT OF SITES PARTICIPATING	43%	40%	45%
NUMBER OF EVENTS	31	50	65

“The IDEX Foundation provides all of our business units globally an outstanding way to give back to the communities in which we live. The additional benefit of utilizing the Foundation reflects the increased employee engagement we experience when our employees work together to support our communities.”

DERRICK GODDARD, PRESIDENT, IDEX FOUNDATION



IDEX Responds to Devastating Natural Disasters

Tragedy and hardship spread through several IDEX communities in 2018, through both Hurricanes Harvey and Irma, and the wildfires in California.

Hurricane Harvey impacted locations of four IDEX businesses in Texas and Louisiana, in addition to employees from other businesses who work remotely and live in the nearby areas. The IDEX Foundation contributed \$5,000 to the Houston Red Cross and provided assistance to affected employees. In addition, area employees took creative initiatives to assist their community and colleagues. Houston resident and BAND-IT Sales Manager, Jake Lilley, teamed up with local Houston BBQ pit masters to help feed Hurricane Harvey first responders and victims. The BBQ team cooked around the clock, raised over \$30,000, and fed upwards of 15,000 people.

During the recent California wildfires, about 200 IDEX Health & Science employees were forced to evacuate their homes near Rohnert Park, California. Some of those displaced sheltered in the headquarters location, which was not impacted directly and still had water and electricity. In the immediate aftermath, we provided counseling on site and made a \$5,000 donation to the local food bank.



IDEX India Supports Community Education Efforts in Alindra Village

The IDEX Foundation's India team—located in Vadodara, India—takes the long view to community education. Since 2015, the team has provided resources to the nearby Alindra Village, with the goal of enhancing the learning opportunities of schoolchildren and women in the community. Before distributing resources, IDEX India conducted a needs assessment within the village to ensure its efforts focused on areas where it could do the most good.

For the local primary school, IDEX India distributed uniforms, desks, bags, notebooks, and writing materials, and installed a reverse osmosis water-filtration system. The team also enhanced the school's infrastructure by building a lunchroom, equipped with cooking materials, benches, dishes, and wall décor.

To promote employment opportunities for women in the community, IDEX India sponsored 20 women so they could complete a certified course by the [Industrial Training Institute \(ITI\)](#). The course trains women to become assembly fitters in local manufacturing facilities, improving their employability and providing opportunities to support their families. IDEX India hired 12 of the women who completed the program, and has continued to work as an advocate to encourage other companies in the surrounding area to provide employment opportunities to women, which has resulted in the placement of more than 25 women to date.



Viking Pump: Feeding the Youth of Northeast Iowa

For the third year, Viking Pump partnered with the Northeast Iowa Food Bank and its backpack program. The Food Bank provides bags of food items, distributed on Friday afternoons, for 14,000 food insecure students to eat over the weekends. The bags include mac-n-cheese packets, gummies, juice boxes, and snack crackers.

Food arrives at the Viking Pump facility in Cedar Falls, Iowa and employee teams volunteer for 90-minute sessions packing food bags. Teams have fun competing to see who can pack the most bags. In 2017, Viking Pump employees packed more than 23,000 bags. In 2018, they set a goal of 25,000 bags and exceeded it by nearly 1,500 bags. Viking Pump's efforts were further assisted with a grant from the IDEX Foundation.



IDEX China Launches Program at Suzhou Guangtai Primary

In December 2017, IDEX China held a kick-off ceremony at the Suzhou Guangtai Primary School for a program to help students develop badminton skills to enrich their curriculum.

Guangtai Primary School was established in 2003 to support students from migrant families. These children cannot attend public schools because they lack local residence permits. At the time of the program launch, there were 541 students with 28 teachers in total. Because of funding issues, the school was in need of both teacher resources and equipment for physical exercise and art classes. Volunteers from IDEX China built a playground for the students, opened classes for physical exercises and fine arts, and set up a mini-library.



iPEK's XPECTION Video Nozzle

Sewer systems are mission-critical infrastructure, preventing diseases and floods as well as ensuring safe water catchment basins. It is necessary for this infrastructure to stay in good working order and receive proper maintenance, and IDEX's iPEK business unit offers a product portfolio that makes these onerous tasks efficient and cost-effective.

iPEK's team is dedicated to offering excellent customer service and passionately enhancing innovation and technology. iPEK's XPECTION video nozzle product is the first of its kind in the sewer-cleaning market. The nozzle has a camera that provides a live, high-definition video stream during jetting—a process where a high-pressure water hose with a sewer-jetting nozzle is thrust into a pipeline to dislodge obstructions. This product enables both excellent cleaning performance and simple visual inspection in one single work step, saving municipalities and contractors up to 50 liters of fuel and 28,000 liters of water per system, per day. Over the course of a year, that energy could power approximately 5 homes. The water saved would fill more than 34,000 standard bathtubs. There are now over 5,000 iPEK systems in daily use, making iPEK the world's most trusted producer of sewer inspection equipment.

Fluid Management Supports Robotics Team

With support from the IDEX Foundation, our Fluid Management business unit in Wheeling, Illinois is an official sponsor of the Lane Tech High School robotics team. In addition to providing financial support, Fluid Management laser cuts and forms aluminum sheet metal components and provides mentoring, instruction, and guidance for the team.

In March 2018, X-Machina (the Lane Tech team) participated in the Central Illinois regional competition sponsored by FIRST Robotics, a non-profit organization that encourages young people to participate in mentor-based robotics competitions that spark interest in STEM education. The competition involved building large-scale robots that compete to earn points during timed matches. Teams had six weeks to build their robots from scratch. The X-Machina team was a member of the winning alliance at the regional competition, earning a spot to advance and compete at the world competition.



Quality Customer Solutions

The entire IDEX family of businesses is united in our mission to provide trusted solutions. IDEX's servant leadership model ensures that we put our customers, and the employees who serve them, as the central focus of everything we do. In fact, Customer Obsession is the third pillar of the IDEX Difference.

“Customer Obsession is a call to action to consider all aspects of the customer experience as our teams innovate toward trusted solutions that improve lives. ‘Obsession’ means that customers come first; we avoid excuses if our efforts fall short, and we continuously challenge ourselves to do better in all aspects of customer satisfaction.”

ERIC ASHLEMAN, COO



Winning Strategy

IDEX stands out from our competitors because of our unique approach to delivering the highest quality and value to our customers. IDEX offers a unique breadth of portfolio and engineering capability in the market. We demonstrate our commitment by delivering highly engineered products supported by the technical services we perform—all delivered with a sense of individual pride and company spirit. We are solving problems that matter; our solutions are improving lives.

We regularly engage with our customers and end users to better understand where our expertise and technical capabilities can make a difference for them. We heard a consistent desire for high-quality, local, reliable, and efficient custom solutions—and we built our business to deliver on just that.

Although our businesses offer solutions across diverse product lines, we take the same entrepreneurial approach to innovation across the enterprise. We empower our businesses to stay close to their customers, learn their specific needs, and then quickly execute on how to best support them—without a corporate team getting in the way.

This approach allows IDEX to leverage our expertise to become valuable partners to our customers over the lifetime of our relationships. Becoming a partner to our customers means we develop a deep understanding of their strengths, needs, and challenges.

While the world rushes to the latest and greatest technology, IDEX knows our products—which often serve mission-critical processes—must seamlessly and reliably perform for our customers for the long term.

This combination of customization, willingness to learn from our customers, and excellent engineering and manufacturing capabilities means IDEX stands apart from our competitors. When our customers have a mission-critical problem, they look to IDEX for the solution.

Our Journey

Our ability to collaborate with our customers and deliver high-quality innovations is central to IDEX's long-term value proposition. Ultimately, all other activities support developing high-quality products and building strong customer relationships. It is who we are as a business, and we are relentless in this focus.



IDEX Health & Science

In 2018, IDEX brought together three businesses under our IDEX Health & Science segment to be co-located at our new Optical Center of Excellence in Rochester, New York. The three businesses are all focused on optics—from optical filters and high-end mirrors, to lens and imaging systems, and lasers. These businesses primarily serve IDEX's life science customers, making the science of genomics more accessible for everyone. With improvements from IDEX's products and technology, it is easier and more affordable than ever to sequence a patient's genome and provide individualized, targeted, and cost-effective medical care.

Bringing these three businesses together means a more holistic product and service offering for our customers, a strong talent pool for IDEX, technical jobs for the city of Rochester, and ultimately better health care for patients all over the world. We are proud to be delivering on our mission with our businesses in Rochester.



HURST Green Cross Program

We are proud to have one of the most trusted brands in the Fire & Rescue industry in the IDEX family of businesses. HURST Jaws of Life® rescue tools, and their operators, save lives. HURST Jaws of Life® tools include cutters, spreaders, and rescue rams so first responders can easily pull, pry, lift, push, or cut the high strength steel on cars to access a victim and provide medical attention. HURST Jaws of Life® and our worldwide network of dealers provide training and development so first responders are prepared with the best techniques and tools during a rescue.

The Green Cross program is one of the strongest examples of the deep connection, loyalty, and pride that our customers and end users of our products share with us. Since the inception of the Green Cross program in 1973, tens of thousands of firefighters and rescue workers have been awarded the prestigious Green Cross award. The Green Cross award is the ultimate symbol of recognition for those who have used HURST Jaws of Life® products to save lives. To receive a Green Cross award, rescue information detailing how HURST Jaws of Life® tools were used to save or free an entrapped individual must be submitted to HURST via the official HURST Jaws of Life® Green Cross Registry. Recipients receive a Green Cross patch that can be proudly worn on their uniforms.

Business Ethics & Integrity

We are relentlessly committed to fostering a [culture of integrity and performance](#) across our operations, and are firmly rooted in our values of trust, team, and excellence. IDEX's deeply ingrained ethics culture differentiates us in our quest for top talent and supports maintaining our long-term customer relationships. Our culture is uniquely IDEX, setting a standard to which others look and assuring our customers, employees, suppliers, and shareholders alike that we are a trustworthy company.



Standard of Excellence

IDEX's senior leadership team sets the "Tone at the Top" as models of what it means to act with integrity. Our Legal and Compliance Department oversees all of our key policies and programs that guide workplace ethics, including our [anti-corruption and trade compliance audit programs](#), trade compliance conferences and ethics and compliance training.

Key Business Corporate Policies:

- ADA Reasonable Accommodation Policy
- Anti-Corruption Policy
- Antitrust/Competition Policy
- Appropriate Use of IDEX IT Systems Policy
- Asset Disposition Policy
- [Code of Business Conduct and Ethics](#)
- Company Confidential Information Policy
- Conflicts of Interest Policy
- Drug and Alcohol Use Policy
- Employment of Relatives & Personal Relationships in the Workplace
- Equal Employment Opportunity Policy

- Expenses Reimbursable to Employees Policy
- Family Medical Leave of Absence Policy
- Insider Trading Policy
- Military Leave of Absence Policy
- Medical Leave of Absence Policy
- Parental Leave Policy
- Records Retention Policy
- Related Person Transactions Policy
- Social Media Policy
- [Supplier Code of Conduct](#)
- Trade Compliance Manual
- Workplace Harassment Policy
- Workplace Violence Policy

In 2017, we updated our [Code of Business Conduct and Ethics](#) to enhance our guidance on ethical decision-making and provide a clear understanding of the standards of behavior IDEX expects. Our refreshed code is values-based, reflects our geographic and cultural differences, and is more user-friendly with a conversational tone, mobile accessibility, and work-related hypotheticals. IDEX requires all employees to certify annually that they have read, understand, and will follow the code.

“We believe that acting ethically is not only the right thing to do, but it is the foundation of our success. The strong relationships we have with our customers, suppliers, shareholders, governments and employees depend upon our reputation for honesty and integrity. At IDEX, we strive to succeed in all of our business endeavors, but never at the expense of our ethical values.”

ANDY SILVERNAIL, CEO

Grievance Mechanism Process

IDEX's global ethics hotline is available 24/7 by internet or phone to any employee, supplier or business partner. Our hotline team gathers anonymous feedback and investigates global ethics concerns through a six-step process outlined in our code. Once a person contacts the hotline system, the concern is answered by a third party, multi-lingual operator, who records detailed notes about the incident. The operator then submits those notes into a portal for IDEX's corporate hotline team. The person who reported the concern receives a number so he or she can check the status of the case. The hotline team investigates every matter, and disciplinary action—including termination—may be taken if the report is substantiated.

We require all employees, as well as our Board of Directors, to complete ethics training. In 2017, we accomplished a 100 percent participation rate.

Ethics & Managing Within the Law Trainings

We require all employees, as well as our Board of Directors, to complete ethics training. In 2017, we accomplished a 100 percent participation rate. All U.S.-based IDEX managers participate in "Managing Within the Law" training, which focuses on (1) how to prevent and report discrimination and sexual harassment; (2) how to manage employees with medical conditions; (3) how to document employee issues; and (4) how to foster a respectful work environment. Throughout 2017 and 2018, we held 38 "Managing Within the Law" training sessions throughout the U.S. and achieved a 99 percent participation rate.

Trade Compliance

IDEX hosts two internal Trade Compliance Conferences every year, one in North America and one in Europe. These conferences are attended not only by our Business Unit Trade Specialists, but also by supply chain employees, engineers, managers, and corporate employees. The conference agendas are designed to include a mix of basic trade compliance topics, such as import/export filings, free trade agreements, and denied party screening, as well as more advanced and specific topics, such as ITAR compliance, country of origin analysis, and the use of automated compliance IT systems. In 2019, we intend to expand our conference program to include government-sponsored training seminars in China in addition to our internal conferences in North America and Europe.

Our Journey

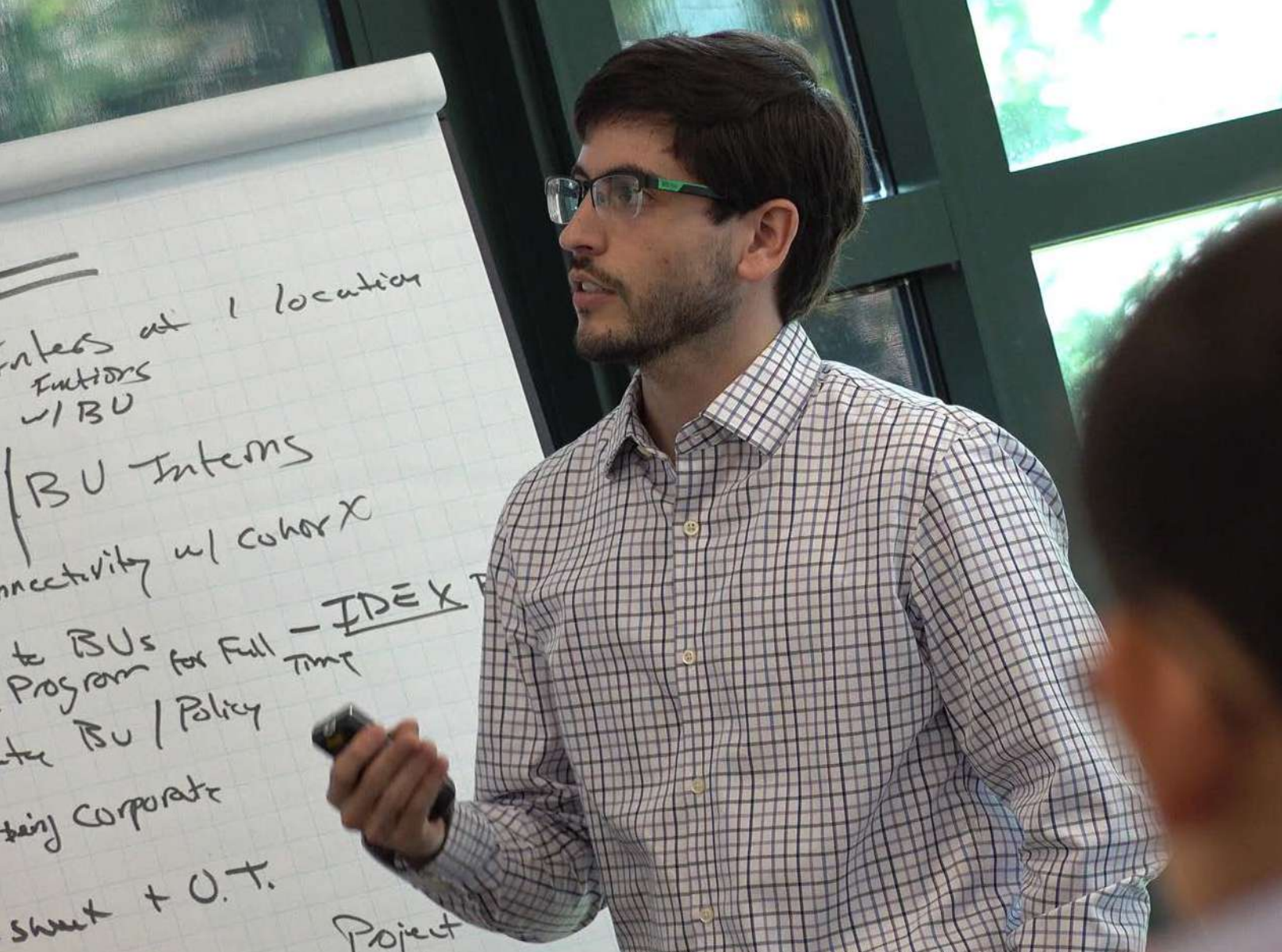
Our reputation for integrity creates long-term value for IDEX, through trusting relationships with our employees and business partners. Internal and external stakeholders spoke of our ethical practices as a differentiator in IDEX's key markets and operating regions. We continue to invest in up-to-date resources and training for our entire IDEX family, and complete regular reviews of our operating procedures, policies, and incentive structures to encourage the highest standards of integrity within our business activities.

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Viking Pump

IDEX's Viking Pump business unit has been delivering innovative pump solutions to midstream oil and gas customers since 1911. In 2017, a few key customers asked Viking Pump to solve two common issues of high-flow crude pumping technology—sealing and violent vibrations under certain conditions that cause cracks in discharge piping weldments and result in crude oil ground contamination. Leveraging their expertise in rotary gear technology, and the success of their low-to-medium crude pump, GP-414, Viking Pump's engineering teams were able to develop a product that is inherently low in pulsation and offers industry-best sealing and leak detection processes. The GP-245 launched in early 2018 with great reception from customers. The GP-425 requires less ancillary equipment to handle vibration and results in a reduced initial cost and total cost of ownership, making this product a smart and sustainable choice over competing technologies. The Viking Pump team will continue to leverage this application as well as its expertise to solve other environmental challenges within the oil and gas industry.



IDEX Corporation Named One of America's Most Trustworthy Companies

In September 2018, [TGF Analytics](#), a governance analytics firm, selected IDEX as one of the Most Trustworthy Public Companies in the United States. IDEX is the only industrial manufacturing company to make the coveted list of only 53 companies; others include Apple, Home Depot, Walt Disney World, and Boeing. To be considered, TGF Analytics evaluated IDEX alongside more than 1,500 publicly traded companies across dozens of key metrics including financial governance, quality of earnings, environmental, social, and governance (ESG) factors, and relative risk. Only companies that receive A+ ratings are considered, which less than 5 percent earn. "At IDEX, there is nothing more important than earning and keeping the trust of our customers, investors, employees and community members. Receiving a recognition like this that validates our work as a trusted partner is particularly meaningful," said CEO Andy Silvernail.

IDEX Excellence Awards: Compliance & Ethical Behavior Excellence

At IDEX's Global Leadership Conference, held annually in March, we recognize and honor IDEX businesses who set the example for outstanding business performance and living our values of trust, team, and excellence. In 2018, our team at Dinglee, China earned the award for Compliance & Ethical Behavior Excellence. Our internal audit team recognized the Dinglee team as leaders and reported zero compliance audit issues. Their stellar performance is above and beyond the norm for their market. We also recognized our Hale fire suppression business in Ocala, Florida, as a runner-up in this category for their outstanding trade compliance and internal audit results.

Environmental Stewardship

Our businesses depend on the sustainable use of natural resources and IDEX cares about the environments in which we work and live. We meet all applicable environmental regulations, and strive to reduce our impacts on living and non-living systems, ecosystems, land, air, and water.

Managing Our Impact

Our Corporate EH&S Leadership works with our businesses to provide environmental guidance to our facilities. The EH&S team conducts audits to ensure we comply with all applicable laws and regulations protecting the environment. These audits focus on applicable EH&S regulations, including:

- Air emissions and environmental noise;
- Hazardous materials management and transportation of hazardous goods;
- Restricted substances (Asbestos, PCB, Ozone Depleting Substances);
- Environmental management (training, procedures, management systems, audits);
- Waste management;
- Water supply and wastewater management; and
- Soil and groundwater, pesticides, herbicides, fungicides usage.

We audit our U.S. facilities internally, and partner with a third party to audit our international facilities.

Environmental Metrics

In late 2017, EH&S leadership looked across IDEX's enterprise to identify areas of opportunity for reducing our environmental impact. Utilizing the IDEX Difference pillar of Embracing 80/20, we determined that electric energy represents more than 80 percent of our annual energy spend and just 15 IDEX facilities accounted for more than 80 percent of our overall electric energy consumption.

We are proud to report that we exceeded our goal, resulting in an aggregate reduction of more than 7 percent across our 15 largest facilities, with one facility achieving a reduction of more than 30 percent.

Using this data, we embarked on a sustainable manufacturing initiative at these 15 facilities, encouraging the site leadership to pursue electricity reduction projects. To track our progress, we devised a metric for electric energy efficiency that measures kilowatt hours (kWh) of electricity used per man-hour worked. This allowed us to account for any increases or decreases in electricity usage that were due to changes in customer demand or other factors, such as added shifts, factory shutdowns, or overtime. We set a goal of an aggregate reduction of 5 percent in the ratio of kWh hours of electricity used over number of man-hours worked from our 2017 baseline.

We are proud to report that we exceeded that goal, resulting in an aggregate reduction of more than 7 percent across our 15 largest facilities, with one facility achieving a reduction of more than 30 percent. Collectively, the 15 facilities invested more than \$1 million in energy efficiency projects, which included new energy-efficient and LED lighting, upgrades to HVAC systems, compressors and motors, and solar energy projects.

Our Journey

In the future, we will continue to pursue additional opportunities to expand our environmental sustainability initiatives. In 2019, we plan to leverage our successes in reducing electricity consumption across our other IDEX facilities and will focus on reducing waste and taking full advantage of recycling opportunities at our businesses. Our EH&S Leadership will be challenging our businesses to generate ideas to reduce waste in production, packaging, or otherwise, and increase our recycling efforts. In addition, beginning in 2019, 100 percent of our electricity needs for our corporate headquarters in Lake Forest, Illinois will be obtained through renewable sources.



GAST ELEMENT 7 Nitrogen Generators

If you have seen “nitro” cold brew coffee on tap at your local restaurant, coffee shop, or convenience store, the technology below the barista’s counter may be thanks to a team at IDEX’s Gast Manufacturing. A leader in air-moving products, Gast Manufacturing recognized a growing need in the marketplace and developed a solution for new nitrogen generators.

Coffee-loving Gast employees in western Michigan generated the new product idea in 2016 while discussing coffee trends. These coffee connoisseurs saw a change in consumer tastes and leveraged Gast’s expertise to fit the needs of the emerging nitro cold brew coffee market. At first, many retailers used high-pressure gas tanks to create the coffee’s creamy, stout-like texture. Exchange programs for these bottles are complex, and the high-pressure tanks may pose safety risks to employees. In addition, nitrogen tanks often ran out during times of peak demand.

To fit the needs of this market, Gast developed an innovative solution for an on-site nitrogen generator. Team members designed “ELEMENT 7” —named for Nitrogen’s position on the periodic table. Compact and quiet, the system sits under the counter to maximize efficiency and space. Gast’s nitrogen generators are also an environmentally friendly solution; the generators replace heavy bottles delivered in trucks and instead produce-on-demand by pulling gasses from the air.

With collaboration, tireless focus on customer needs, and winning customer support offerings, Gast revolutionized nitrogen generation in retail food and beverage applications, resulting in significant sales in the first year of production.



LED Lighting Retrofit Project at IDEX's Fluid Management Site in Wheeling, Illinois

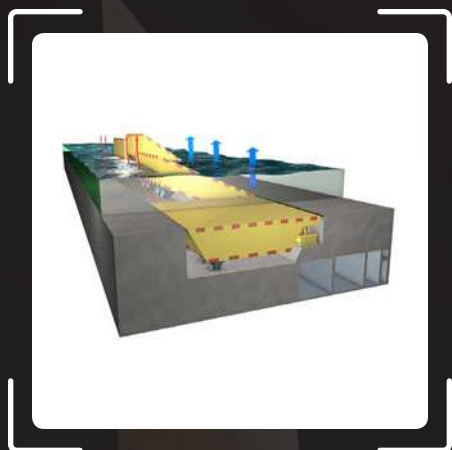
In August 2018, we partnered with a leading provider of LED lighting solutions to conduct a lighting energy audit and begin a lighting retrofit pilot project at our Fluid Management facility in Wheeling, Illinois. This project includes installing timer-controlled sensors that automatically turn off the lights after five minutes of no activity. With an initial capital investment of approximately \$147,000, this project is expected to reduce the facility's energy usage by 344,000 kWh, resulting in an annual savings of \$37,000 and an overall 75 percent kWh reduction. These savings result in environmental benefits as well, estimated as being equivalent to saving 27,000 gallons of gas, planting 61.5 acres of trees or removing 204 tons of GHG emissions from the atmosphere annually. Based on the success of this pilot, we will look for opportunities to implement similar projects in other business units in 2019.

“Through a series of targeted initiatives, including reducing air pressure in compressors, switching to LED lighting, and upgrading HVAC systems, Warren Rupp significantly reduced its electricity usage in 2018, resulting in both monetary and environmental savings, which will benefit our facility, employees and community for years to come. It was simply the smart business choice.”

CHRIS HASSMANN, EHS MANAGER, WARREN RUPP INC.

Responsible Supply Chain

IDEX is committed to the highest standards of integrity, and expects the same from its global supply base. It is our goal to ensure our businesses source materials from responsible parties. By doing so, we reassure our customers, make our employees proud and satisfy our investors, who understand as we do, that responsible supply chain practices are critical to creating long-term sustainable value.



Precision Polymer Engineering Helps Prevent Floods in Venice, Italy

In 2003, Italy began one of the largest and most complicated civil engineering projects in the world, intended to protect the city of Venice from catastrophic flooding. Modulo Sperimentale Elettromeccanico (MOSE) is a system of mobile gates which temporarily isolate the Venetian Lagoon from the Adriatic Sea, and is in the late stages of construction. MOSE is possible thanks in part to the high performance elastomer seals from IDEX's Precision Polymer Engineering (PPE) business unit. PPE developed two distinct seal technologies using its proprietary Z85L material for the 78 floodgates designed to maintain stable water levels.

Z85L is a hydrogenated, oil-resistant rubber specifically used for long-term durability in low temperature applications. The high grade of Z85L material provides resistance and strength to prevent chemical operating fluids and seawater from penetrating and deteriorating the high tide gates. This seal technology helps defend the lagoon ecosystem, protect and reinforce the coast, retain biodiversity and resist the effects of rising tides.

To learn more about the MOSE project, visit the [PPE website](#).

Global Expectations

We require all IDEX suppliers to adhere to our [Supplier Code of Conduct](#), which is the backbone of our responsible supply chain and available in [ten languages](#). As part of the code, we expect our suppliers to adopt and implement a code of conduct for their suppliers that is consistent with ours. We monitor and audit our supplier's adherence to our code and reserve the right to suspend or terminate our relationship with any supplier who fails to comply with our code.

Our supply chain directors and managers oversee our supplier selection, development and assessment programs to ensure our supply chain partners adhere to the code, meet or exceed our expectations as it relates to regulations, quality, service, and delivery for both our internal and external customers. All employees with responsibilities relating to our supply chain attend annual trainings related to our Supplier Code of Conduct, environmental protection, human trafficking recognition and product traceability.

Consistent with our mission to provide trusted solutions that improve lives, IDEX is committed to complying fully with the SEC's Conflict Minerals reporting requirements to ensure that our supply chain does not perpetuate violations of human rights. We work with applicable suppliers to perform necessary due diligence to determine the potential for any Conflict Minerals in their supply chain and products. Our due diligence program follows the Organization for Economic Cooperation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Our [Conflict Minerals Policy](#) outlines expectations for all applicable suppliers to cooperate with IDEX's due diligence efforts and create their own policy in accordance with the SEC's requirements. For more information on our Conflict Minerals due diligence process, see our [2018 Conflict Minerals Report](#).

Other supply chain documentation and programming include our [IDEX UK Anti-Slavery Disclosure](#), our [Disclosure](#) of efforts to eradicate slavery and human trafficking in our supply chain (as per the California Transparency in Supply Chains Act of 2010), and our [Code of Business Conduct and Ethics](#). Our global ethics hotline is available for our employees and suppliers to report anonymously any violations to IDEX's Supplier Code of Conduct.

Our Journey

We will continue to communicate our expectations and information requirements to our direct suppliers. Moving forward, beginning in 2019, we will be collaborating with an external partner to strengthen and centralize our product compliance programs, with a particular focus on Restriction of Hazardous Substances (RoHS), Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), and [Proposition 65](#) compliance. These investments will further enhance the transparency of our supply chain, while helping our businesses operate more efficiently.

We require all IDEX suppliers to adhere to our Supplier Code of Conduct, which is the backbone of our responsible supply chain and available in ten languages. As part of the code, we expect our suppliers to adopt and implement a code of conduct for their suppliers that is consistent with ours.



*Trusted Solutions,
Improving Lives™*

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