

PURPOSE

The IDEX [Code of Business Conduct and Ethics](#) (“the Code”) and other Company policies and procedures, including this Policy, set forth standards of conduct and ethics that are expected and required of all directors, officers, and employees of IDEX Corporation and its Business Units (collectively referred to as “IDEX” or “the Company”), as well as third parties with whom IDEX conducts business. The [Global Supplier Code of Conduct](#) (“Supplier Code”) sets forth expectations for our global suppliers. Together, these policies reflect not only the “right thing to do” from a general business perspective, but also require compliance with laws, rules, and regulations applicable to IDEX, its employees and third parties with whom we conduct business.

The purpose of this Human Rights Policy is to affirm the Company’s commitment to respecting and promoting human rights in all aspects of our operations. This Policy outlines our approach to ensuring that our business activities do not infringe on the rights of individuals and communities, and that we contribute positively to the realization of human rights globally.

This Policy supplements the **Code**, the **Supplier Code**, and any other Company policies and procedures that govern standards of conduct and ethics. While this Policy addresses IDEX’s expectation regarding human rights, the Policy cannot cover every situation. Therefore, we ask each of our employees to use common sense while conducting Company business and to seek clarification where necessary.

SCOPE AND RESPONSIBILITY

IDEX expects all employees, officers, directors, and third parties, including suppliers, working on its behalf to comply with the sections outlined in this Policy. The responsibility for implementing and upholding this policy lies with every individual within the organization, with specific oversight by the Legal and Compliance Department.

If questions arise regarding the interpretation of this Policy, please reach out to a manager, human resources, IDEX’s Legal and Compliance department, and/or the ethics hotline (for a full listing of contact numbers, please see the Code or the Supplier Code).

MODERN SLAVERY, CHILD LABOR, AND HUMAN TRAFFICKING

IDEX strictly prohibits all forms of modern slavery, child labor, forced labor, and human trafficking within our own operations as well as our supply chains. Our program aligns with international recognized standards, including the Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO), to prevent these practices.

IDEX expects our suppliers to adhere to this Policy and the Supplier Code. We conduct regular visits and assessments of our suppliers to ensure compliance with these standards, and any violations are addressed promptly, including notifying the relevant authorities. We provide training to raise awareness about the signs of modern slavery and human trafficking and the importance of reporting any suspicious activities or red flags.

RESPECT IN THE WORKPLACE

IDEX is dedicated to fostering a workplace environment that is free from discrimination and harassment, including sexual harassment. We ensure equal opportunity for all employees, regardless of race, gender, age, disability, sexual orientation, religion, or any other legally protected status, and we actively work to eliminate any barriers to equal employment opportunities. The company has established clear procedures for reporting and addressing incidents of discrimination and harassment, ensuring that all complaints are investigated and handled confidentially to the greatest extent possible.

WORKING HOURS AND CONDITIONS, COLLECTIVE BARGAINING AND COMPENSATION

IDEX is committed to complying with all applicable laws and regulations regarding working hours, overtime, and compensation. We ensure that our employees are provided with fair wages that meet or exceed the legal minimum wage and industry standards. We also strive to create a safe and healthy working environment by implementing comprehensive health and safety policies and procedures. Our employees are entitled to reasonable working hours and rest periods, and we take measures to prevent excessive overtime. We regularly review and update our compensation and benefits packages to ensure they remain competitive and fair, reflecting the value and contributions of our employees.

IDEX respects the rights of employees to form and join trade unions and to bargain collectively. We are committed to engaging in good faith negotiations with employee representatives and ensuring that their voices are heard. We recognize the importance of collective bargaining in promoting fair labor practices and improving working conditions. Our policies support the freedom of association, and we do not tolerate any form of retaliation against employees who choose to exercise their rights. We work collaboratively with trade unions and employee representatives to address workplace issues and foster a positive and productive working environment.

PROTECTING THE ENVIRONMENT

IDEX recognizes the importance of environmental stewardship and is committed to minimizing the environmental impact of our own operations and those of our suppliers. We adhere to all relevant environmental laws and regulations and strive to implement sustainable practices across our operations. This includes identifying ways to reduce waste, conserve natural resources, and reduce emissions. We actively seek to improve our environmental performance through continuous monitoring and the adoption of innovative technologies and practices. We also engage with our stakeholders, including employees, customers, and suppliers, to promote environmental awareness and encourage sustainable behaviors. Our goal is to contribute positively to the environment and support the global transition to a more sustainable future.

HEALTH AND SAFETY

The health and safety of our workers are of paramount importance to IDEX. We are committed to providing a safe and healthy working environment by implementing robust health and safety policies and procedures, and we expect our suppliers to do the same for their workers. This includes regular risk assessments, safety training, and the provision of appropriate personal protective equipment. We also have emergency response plans in place to address potential workplace hazards and incidents.

Our health and safety programs are designed to prevent workplace accidents and illnesses, and we continuously monitor and improve our practices to ensure the well-being of our employees. We encourage employees to report any health and safety concerns and take immediate action to address them.

REPORTING VIOLATIONS

The expectation is if any individual believes that the Code, Supplier Code, this Policy, or any other policy or law has been violated, then that individual will speak up. Employees, contractors, suppliers, or any member of the public can contact IDEX, the Legal and Compliance Department, and/or our ethics hotline (www.ethicspoint.com or 1-866-292-2089). The hotline allows for anonymous reporting. For a full listing of contact numbers, please see the Code or the Supplier Code.

Suspected violations will be reviewed and investigated as appropriate and may lead to disciplinary action, up to and including termination of employment. Any such reporting will be treated as confidential in accordance with the law. IDEX strictly prohibits retaliation for good faith reports of suspected misconduct. Failure to report a suspected violation of this Policy constitutes an independent violation of this Policy and the Code, which is subject to discipline, up to and including termination of employment.

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