

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"¹ without advising IDEX that the product contains, includes or utilizes such Conflict Mineral.

艺达思供应商行为准则

本《供应商行为准则》适用于所有向艺达思集团 (IDEX Corporation) 及其附属公司和关联实体提供产品、服务或技术的供应商。

虽然艺达思明白其供应商开展运营所处的法律及文化环境多种多样, 但艺达思对所有供应商均设定了本《供应商行为准则》中列明的若干最低行为期望和要求。这些行为期望和要求与艺达思对于自身业务部门的行为期望和要求完全一致。

总体期望。公司期望供应商能够始终以合乎道德的方式行事, 并遵守所有适用的法律、规章和法规。

贿赂和其他不当支付。供应商不得就涉及或关于艺达思或其向艺达思提供的任何产品、服务或技术的任何事项, 直接或间接给予、请求、接受、作出或提供任何贿赂、回扣或其他不当支付或贵重物品。

产品、服务和技术的进出口事项。供应商必须始终遵守与涉及或关于艺达思或其向艺达思提供的任何产品、服务或技术的任何事项有关的所有适用的进出口法律、规章和法规, 包括但不限于所有适用的出口管制、贸易制裁和反抵制联盟规定。

货币管制及洗钱。供应商必须始终遵守所有适用的货币管制, 不得直接或间接参与或配合任何与涉及或关于艺达思或其向艺达思提供的任何产品、服务或技术的任何事项有关的洗钱计划。

产地和来源 供应商必须做出必须的查询和进行尽职调查, 以向艺达思提供其向艺达思供应的产品, 以及其向艺达思供应的产品中所含有、包含或使用的材料、组件和零件的产地和来源。供应商不得向艺达思提供其据悉或怀疑是假冒或并非来自产品所述产地的任何产品, 或含有、包含或使用其据悉或怀疑是假冒或并非来自所述的相关产地的材料、组件和零件的任何产品。此外, 供应商不得在并无向艺达思告知产品含有、包含或使用“冲突矿产”¹的情况下, 向艺达思提供其据悉或怀疑含有、包含或使用任何“冲突矿产”的任何产品,

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 that the product, service, or technology is subject to such controls or requirements.²

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.³

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.

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

受管制产品、服务和技术。供应商不得在未向艺达思通报相关产品、服务或技术据悉或怀疑受到出口管制或存在许可要求或其他类似管制或要求（例如受《国际武器贸易条例》管制或受《出口管理条例》管制（可获许可的）产品）的情况下，向艺达思提供该等产品、服务或技术。²

个人帮助、贷款、礼品及其他利益。供应商不得直接或间接向任何艺达思董事、高管或员工或任何艺达思董事、高管或员工的配偶或其他近亲给予、作出或提供任何除去非正式帮助或招待或具有名义价值的非现金礼物以外的任何个人帮助、贷款、礼物或其他利益，而且可合理预期该等帮助、招待和礼物不会影响关于供应商或其产品、服务或技术的决定，也不会以任何其他方式与艺达思产生任何利益冲突。

安排及关系。供应商不得直接或间接与任何艺达思董事、高管或员工或任何艺达思董事、高管或员工的配偶或其他近亲达成任何可能影响关于供应商或其产品、服务或技术的决定或会与艺达思产生利益冲突的所有权、聘用、咨询、财务或其他安排或关系。³

歧视和机会均等。供应商在聘用及雇佣工作中必须始终遵守所有关于歧视及机会均等的适用法律、规章和法规。

强迫劳动和童工。供应商不得使用强迫或非自愿劳工，且必须始终遵守所有适用的童工法律、规章和法规，并且仅使用符合经营所在地区最低年龄要求的工作人。

工资及工时。供应商必须始终遵守经营所在地区所有关于工资及工时的适用法律、规章和法规，包括但不限于所有有关休假及加班工资的适用法律、规章和法规。

环境。供应商必须始终遵守所有适用的环境法律、规章和法规，并致力于以保护环境的方式开展经营活动。

健康及安全。供应商必须始终遵守所有适用的健康和安法律、规章和法规，并提供健康、安全的工作环境，预防事故发生，并将健康和安风险降至最低。

保密信息。公司期望供应商始终采取合理的预防措施保管和保护保密信息，且绝对不会作出或允许以任何未经授权的方式披露或使用其因为与艺达思的关系而可能收

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.

到或获得或接触的保密信息，无论该等信息是否与艺达思、其任何客户或其他供应商、潜在收购或出售或任何其他事项有关。

证券法律及内幕交易。 供应商必须始终遵守所有适用的证券和内幕交易法律、规定和制度，且不得使用其因为与艺达思的关系而可能收到或获得的重要非公开信息买入或买入艺达思或任何其他实体的股票或其他证券，无论该等信息是否与艺达思、其任何客户或其他供应商、潜在收购或出售或任何其他事项有关。

个人数据及其他私人信息。 供应商必须始终遵守所有关于收集、处理、传输、披露及使用与涉及或关于艺达思或其向艺达思提供的任何产品、服务或技术的任何事项有关的个人数据及其他私人信息的适用法律、规章和法规。

知识产权。 公司期望供应商能够始终尊重专有设计及图纸、专利以及其他知识产权，且绝对不会作出或许可以任何未经授权的方式使用其因为与艺达思的关系而可能收到或获得或被许可或被允许使用的专有设计及图纸、专利以及其他知识产权，无论该等专有设计及图纸、专利以及其他知识产权是否属于艺达思、其任何客户或其他供应商或任何其他方。

所有向艺达思提供产品、服务或技术的供应商应 (1) 在组织内部批准采纳并贯彻实施确保其遵守本《供应商行为准则》的相关流程及程序，及 (2) 批准采纳并贯彻实施与本《供应商行为准则》相一致的供应商行为准则。

如发现任何违反本《供应商行为准则》的行为，则须立即向艺达思报告。所有向艺达思提供产品、服务或技术的供应商必须允许其员工向艺达思报告违反本《供应商行为准则》的行为，且不得威胁对其进行报复或处罚。

艺达思有权要求其所有产品、服务或技术供应商 (1) 确认和证明其接受并遵守本《供应商行为准则》，及 (2) 允许艺达思对其遵守本《供应商行为准则》的情况进行审核。如果供应商在任何重大方面违反本《供应商行为准则》，则艺达思有权全部或部分中止或终止与该供应商的关系以及有关该供应商的任何或全部未完成订购单、合同和协议，而不需受到任何处罚也无需承担任何赔偿责任或义务。

LGL-WW-10-125
October 24, 2013

¹ “Conflict Mineral” is 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.

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

³ 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.

LGL-WW-10-125
2013 年 10 月 24 日

¹ “冲突矿产”指由位于刚果民主共和国及附近地区的冲突矿场出产的黄金、锡、钽、钨及相关衍生物，包括位于安哥拉、布隆迪、中非共和国、刚果共和国、卢旺达、苏丹、坦桑尼亚、乌干达及赞比亚的矿场。

² 唯一的特例是使用艺达思提供的图纸或设计生产的“印制”(made to print) 产品。

³ 唯一的特例是已向艺达思完全披露且属于以下情况的安排或关系：(i) 已根据艺达思《关联人士交易政策》(LGL-WW-10-110) 获得批准，或 (ii) 已由首席法律顾问或副首席法律顾问以及一位供应商向其提供产品、服务或技术的艺达思业务部门、集团或业务群的高管批准，而该高管在相关安排或关系中并无直接或间接个人利益或牵连。如果供应商是一家上市公司，则对该供应商上市证券所作的名义投资不会被视为可能影响关于该供应商或其产品、服务或技术的决定，或可能以任何其他方式与艺达思产生利益冲突。