

The California Transparency in Supply Chains Act of 2010 requires certain companies doing business in California to make disclosures regarding their efforts to eradicate slavery and human trafficking from their supply chains. As stated in IDEX Corporation's "Supplier Code of Conduct" a supplier to IDEX "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." IDEX expects their suppliers to operate in a manner consistent with IDEX's Core Values of Trust, Team, and Excellence and promote integrity in all aspects of business including labor and human rights. IDEX's Supplier Code of Conduct and Standard of Conduct and Business Ethics Policy address each of the Act's five areas of focus:

- **Verification:** IDEX has processes in place that vary by region to verify its supply chain through the supplier onboarding process and under the Conflict Minerals program. Suppliers must agree to IDEX's Supplier Code of Conduct through the onboarding process or by accepting IDEX's standard Purchases Order Terms and Conditions. In certain instances, suppliers who are deemed high-risk, for human trafficking based on their geographic location, will require additional verification processes including site visits.
- **Audit:** IDEX monitors its suppliers' adherence to the Supplier Code of Conduct and requires suppliers to allow IDEX to audit their compliance to the Supplier Code of Conduct, including activities related to human trafficking and illegal labor practices. IDEX's supplier audit template specifically addresses labor standards and the supplier's policies in relation to their sub-tier suppliers.
- **Certification:** IDEX reserves the right to require each of its suppliers of products, services or technology to confirm and certify their compliance with the Supplier Code of Conduct, including activities related to human trafficking and illegal labor practices.
- **Accountability:** If a supplier fails to comply with IDEX's Supplier Code of Conduct, including activities related to human trafficking and illegal labor practices, IDEX reserves the right to terminate the relationship with the supplier. IDEX Corporation has established a compliance hotline where employees and suppliers can anonymously report violations to IDEX's Supplier Code of Conduct including human trafficking incidents.
- **Training:** IDEX employees are familiar with the company's Conduct and Business Ethics Policy, Core Values, and employees in supply chain are familiar with the Supplier Code of Conduct. In addition, management and employees in key positions responsible for supplier selection and oversight attended training on how to identify and mitigate the risk of human trafficking and illegal labor practices in the supply chain.