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|  | POLICIES & PROCEDURES |
| Subject: Human Rights Policy | Number: EHS-06-400 |
| Scope: All IDEX Business Units Worldwide | Last Updated: March 2025 |
| Administration: This document is maintained and updated by the IDEX Legal Department. Inquiries regarding interpretation or revisions of this policy should be directed to the Company’s Legal and Compliance Department and/or the General Counsel. | |

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1.0 Purpose

The [IDEX Code of Business Conduct and Ethics](#) (“the Code”) and other Company policies and procedures 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”). 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.

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 and within our value chain. This Policy outlines our approach to ensuring that our business activities respect and 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 and any other Company policies and procedures that govern standards of conduct. While this Policy addresses IDEX’s expectation regarding Human Rights, the Policy cannot cover every situation. Therefore, we ask each of our employees and business

partners to use common sense while conducting Company business and to seek clarification where necessary.

If questions arise regarding the interpretation of this Policy, please reach out to a manager, human resources, IDEX's Chief Sustainability Officer or General Counsel and/or the ethics hotline (for a full listing of contact numbers, please see the Code).

2.0 Scope & Responsibility

IDEX expects all employees, officers, directors, and third parties with which it does business 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.

3.0 Key Sections

3.1 Slavery, Child Labor, and Human Trafficking

IDEX is committed to preventing all forms of modern slavery, child labor, forced labor, and human trafficking within our operations and supply chains. We adhere to international standards, including the Universal Declaration of Human Rights and the International Labour Organization's conventions, to prevent these practices. We conduct regular visits and assessments of our suppliers to ensure compliance with these standards. Any violations or suspected violations are addressed promptly, and we work with relevant authorities to take corrective actions. We also provide training to our employees and suppliers to raise awareness about the signs of modern slavery and human trafficking and the importance of reporting any suspicious activities.

3.2 Respect and Non-Discrimination in the Workplace

IDEX is dedicated to fostering a workplace environment that is free from discrimination and harassment. We ensure equal opportunity for all employees, regardless of race, color, religion, ethnicity, sex, pregnancy, sexual orientation, age, disability, 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 alleged incidents of discrimination and harassment, ensuring that all complaints are handled impartially and as confidentially as possible.

3.3 Working Hours, Working Conditions, and Compensation

The company is committed to complying with all applicable laws and regulations regarding working hours, overtime, and compensation. We ensure that our workers 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 workers 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.

3.4 Environment

IDEX recognizes the importance of environmental stewardship and is committed to minimizing our environmental impact. We adhere to all relevant environmental laws and regulations and strive to implement sustainable practices across our operations. This includes reducing waste, conserving natural resources, and minimizing 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.

3.5 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. 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 workers. We encourage employees to report any health and safety concerns and take immediate action to address them.

3.6 Collective Bargaining

IDEX respects the rights of employees to form and join trade unions and to engage in concerted activity. We are committed to engaging in good faith negotiations with employee representatives and ensuring that their voices are heard. 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, bargain collectively, and foster a positive and productive working environment.

4.0 Reporting Violations

If you observe conduct that may violate this Policy, contact the Legal or Compliance Department or the ethics hotline (for a full listing of contact numbers, please see the 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 confidentially as possible 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.