



## Modern Slavery Statement – 2023

*This Statement is dated May 30, 2024 and describes the activities of IDEXX Laboratories, Inc. and its consolidated subsidiaries (“IDEXX,” “we,” “us” and “our”) to address forced labor, child labor, slavery and human trafficking (collectively referred to herein as “modern slavery”) in our business and supply chains during the year ended December 31, 2023. We have published this Statement pursuant to the California Transparency in Supply Chains Act, the UK Modern Slavery Act, the Australian Commonwealth Modern Slavery Act and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (each an “Act” and, together, the “Acts”). Not all of the entities in our consolidated group are subject to these Acts. However, we have prepared this Statement on a consolidated basis for the entire IDEXX group because we have common policies and compliance procedures relating to modern slavery across our business.*

Our commitment to enhancing the health and well-being of pets, people and livestock and contributing to the health and quality of life of the communities in which we live and work is grounded in the belief that everyone should be treated fairly and with dignity. As such, we are committed to operating responsibly and establishing and adhering to the highest ethical standards by implementing policies and procedures that mitigate the risk of modern slavery in our business and supply chains. Our approach to modern slavery compliance takes into account and consideration the principles of the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and other industry best practices as described below under the heading “Supplier Code of Conduct”.

### **Our Operations and Supply Chain**

We develop, manufacture and distribute products and provide services primarily for the companion animal veterinary, livestock and poultry, dairy and water testing industries. We also provide human medical point-of-care and laboratory diagnostics.

As of December 31, 2023, we had approximately 11,000 regular full-time and part-time employees across 31 countries and over 115 locations. Approximately 67% of our employees are based in the Americas, 24% in Europe, the Middle East and Africa and 9% in the Asia Pacific region. In addition to various labs and research and design facilities around the world, IDEXX has manufacturing and distribution facilities in Westbrook, Maine; Memphis, Tennessee; France, the Netherlands, Switzerland and the United Kingdom.

We believe that the risk of modern slavery in our own business is remote. We have personnel, policies, procedures and training pertaining to, among other things, hiring practices, working hours and workplace conduct that we believe mitigate this risk in our own business.

We rely on third parties in our supply chain to supply us, and our direct suppliers, with certain important components, raw materials and consumables used in or with our products. IDEXX has material and product suppliers from across the world, the majority of which are headquartered in the United States.

We believe that the highest risk area related to modern slavery in our supply chain is that modern slavery could occur without our knowledge in violation of our policies. While we believe that our existing policies and procedures are effective in mitigating against this risk at our direct suppliers, forced or child labor could take place in lower tiers of the supply chain from which we may be removed by multiple levels.

In 2023, as in prior years, we have not identified any incidences of modern slavery at our suppliers or in our supply chains as no modern slavery or human rights issues have been reported to us via our grievance reporting mechanism or IDEXX Ethics Hotline. Our ongoing monitoring of certain publicly available information also has not indicated modern slavery or human rights concerns related to our suppliers or in our supply chain. As discussed below, we have in place policies and procedures intended to mitigate these risks.

For additional information concerning our business and production and supply, see our Annual Report on Form 10-K for 2023 that we filed with the U.S. Securities and Exchange Commission and the subsequent filings that we make. These filings are available on our website [here](#).

### **The IDEXX Code of Ethics**

We are committed to fulfilling our Purpose – creating long-term value for our customers, employees and shareholders by enhancing the health and well-being of pets, people and livestock. An essential guiding principle of how we do this is by seeking to conduct our business with the highest ethical standards and in strict compliance with the laws and regulations of all jurisdictions in which we do business. In addition, our employees are expected to avoid any activity that might reflect adversely on us.

Our fundamental values and business principles are described in our Code of Ethics (the “Code”), which applies to all of our employees worldwide and the members of the IDEXX Laboratories, Inc. Board of Directors. Among other things, the Code describes our policy of equal employment opportunity and our commitments to provide a respectful workplace that is free from discrimination and unlawful harassment and free from recognized safety and health hazards. The Code does not explicitly mention modern slavery. However, as noted in the Code, it is a guide and resource and is not intended to be all-encompassing. The Code takes a principles-based approach and is meant to be interpreted and followed in the context of applicable laws and regulations. Failure to comply with the Code and related IDEXX policies may result in disciplinary action up to and including termination of employment.

New employees are provided with a copy of the Code upon hire. A copy of the Code is also available on the IDEXX intranet and is publicly available on our website. In addition, our employees are required to annually certify compliance with the Code.

### **Risk Identification, Assessment, Management and Due Diligence**

#### **Third Party Partners**

We expect our global business partners to conduct themselves in a manner consistent with the Code when acting for, on behalf of or in the name of IDEXX.

In addition, we continue to develop risk-based diligence and management processes, procedures and guidelines pertaining to our distributors and other similar third parties. These processes, procedures and guidelines are intended to, among other things, obtain assurance from third parties that they will conduct IDEXX business in accordance with our principles, including our overall commitment to ethical and lawful business practices. As part of our compliance procedures, we have adopted provisions for inclusion in our distribution agreements requiring distributors to certify that they have reviewed and will comply with the Code. We also have adopted provisions providing that all services performed by distributors are subject to audit by IDEXX in our sole discretion.

## Supplier Relationships

We also seek to conduct business with suppliers who adhere to ethical business practices, act in an environmentally responsible manner, encourage workplace health and safety, adopt good human resources policies and practices and abide by all applicable laws. We predominantly use suppliers located in the United States, Europe, Japan, South Korea and China. As appropriate, we conduct risk-based assessments of our suppliers' manufacturing sites located in regions that have a higher prevalence of modern slavery based on an analysis of the risk of modern slavery in the geographic region. On an ongoing basis, we monitor publicly available news sources for any allegations of modern slavery or other human rights issues at our critical suppliers and partners. Under our internal procedures, any human rights concerns are to be investigated.

In addition, we have many long-term supplier arrangements, which we believe helps mitigate modern slavery risk.

If we were to identify or become aware of an adverse impact related to modern slavery at a supplier, rather than immediately terminating the supplier, we generally would seek to help such supplier remedy the identified issue. We hope that by doing this, we could prevent additional harm to the employees of such suppliers and the loss of income to the most vulnerable families.

**New Supplier Screening.** Before our procurement team engages a new supplier, we typically evaluate the supplier through a risk-based assessment process, which, depending upon the supplier's risk profile, may include steps to verify product supply chains to assess risk. The steps taken to assess risk at a supplier of materials or components may include a questionnaire that includes information about the supplier's facilities, quality systems and business practices.

**Performance Reviews.** We seek continuous improvement in our supply chain. To that end, we monitor the business performance of our key suppliers through periodic performance reviews and ongoing dialogue. As part of our performance reviews, we assess compliance with IDEXX standards. We also perform supplier audits, as discussed below. The information learned through performance reviews is used to assess the effectiveness of our compliance program. Additional actions we take to assess the effectiveness of the actions being taken to assess and address modern slavery risks are described later in this Statement.

**Supplier Agreements.** Our standard forms of supplier contracts and purchase order terms and conditions require the supplier to comply with all laws applicable to the supply of services or materials to IDEXX, including laws relating to modern slavery.

**Supplier Code of Conduct.** We have a Supplier Code of Conduct (the "Supplier Code") that covers, among other labor and human rights issues, modern slavery. The Supplier Code was developed based on the International Labour Organization's core conventions, the United Nations Guiding Principles on Business and Human Rights, and other industry best practices. Among other things, the Supplier Code (1) includes limitations on working hours and child labor, (2) requires that clear and complete employment-related information be provided to workers, (3) requires subcontracting to be disclosed, (4) prohibits charging recruitment fees to workers, (5) requires that workers receive at least the minimum wage and legally mandated benefits, be paid on a timely basis and that deductions, advances and loans from wages be made only as permitted by applicable law, (6) prohibits requiring workers to lodge deposits as a condition of employment or for other purposes, (7) indicates that suppliers' workplaces are expected to be free from harsh or inhumane treatment and discrimination, (8) prohibits

workers' freedom of movement from being restricted and (9) requires that workers be free to organize and bargain collectively.

We train our relevant employees on the Supplier Code. We also distribute the Supplier Code to new suppliers based in North America and to other critical suppliers worldwide.

The Supplier Code is publicly available on our website at <https://www.idexx.com/files/idexx-supplier-code-of-conduct.pdf>.

### **Grievance Reporting Mechanism/Whistleblower Hotline – IDEXX Ethics Hotline**

We maintain a confidential whistleblower hotline, known as the “IDEXX Ethics Hotline,” through which employees, suppliers and other third parties may report violations of the Code and other matters. The contact information for the IDEXX Ethics Hotline is 1-800-836-2027 (United States) or [www.idexx.com/ethics-hotline](http://www.idexx.com/ethics-hotline). If individuals desire to call the IDEXX Ethics Hotline outside of the United States, local toll-free telephone numbers may be found at [www.idexx.com/ethics-hotline](http://www.idexx.com/ethics-hotline). IDEXX has a no retaliation policy for good faith reporting.

The IDEXX Ethics Hotline is managed by a third-party vendor that provides toll-free 24/7 telephone helplines worldwide and web-based reporting tools in the reporters' respective local languages. The availability of the IDEXX Ethics Hotline is promoted globally via on-line and in-person trainings. Reporters can submit their questions and concerns with their names or anonymously, subject to local legal restrictions. When reporters submit concerns through the IDEXX Ethics Hotline, they receive an immediate acknowledgment of receipt and are able to track the status of their reported concerns. All incoming matters are reported to the Compliance team, regardless of how they are reported, and are tracked, triaged, and referred for review.

We also have a Global Whistleblower Policy, which supplements our Code and is available on our website. Our Global Whistleblower Policy clearly describes how any current or former employee or business partner may report ethical or other concerns. It also describes our strict non-retaliation policy and sets forth our commitment to the proper handling of all reported concerns.

### **Assessing the Effectiveness Our Actions**

We assess the effectiveness of the actions being taken to assess and address modern slavery risks through review of: the number of supplier performance reviews and audits performed; the findings of supplier performance reviews and audits; the implementation of any required corrective action plans; and by the number and type of complaints received through our grievance reporting mechanism.

### **Our Ongoing Commitment**

We remain committed to respecting human rights across our business and implementing policies and procedures that mitigate the risk of modern slavery in our business and supply chains. We will continue periodically to review our policies and procedures to identify and evaluate potential opportunities to further mitigate the risk of modern slavery in our business and supply chains.

## **Certification – UK Modern Slavery Act**

IDEXX Laboratories Limited is the only IDEXX entity subject to the UK Modern Slavery Act. IDEXX Laboratories Limited comes within IDEXX's global compliance program, which is discussed throughout this Statement.

IDEXX Laboratories Limited is a distributor of the IDEXX products and provides the IDEXX services described earlier in this Statement. IDEXX Laboratories Limited has operations throughout the United Kingdom and is an indirect subsidiary of IDEXX Laboratories, Inc. As of 31 December 2023, IDEXX Laboratories Limited had 379 employees.

IDEXX's, including IDEXX Laboratories Limited's, supply chain is discussed earlier in this Statement. The risks of modern slavery of IDEXX Laboratories Limited mirror those of IDEXX and are discussed earlier in this Statement. The policies and steps described earlier in this Statement that IDEXX has taken to assess, mitigate and manage the risk of modern slavery are applicable to IDEXX Laboratories Limited.

Solely for purposes of compliance with the UK Modern Slavery Act, this Statement has been approved by the IDEXX Laboratories Limited Board of Directors and signed by a director of that entity, on 30 May 2024.



Name: Lily Joann Lu

Title: Director, IDEXX Laboratories Limited

## **Certification – Australian Commonwealth Modern Slavery Act**

IDEXX Laboratories Pty. Limited is required to submit a Statement pursuant to the Australian Commonwealth Modern Slavery Act. Solely for purposes of compliance with the Australian Commonwealth Modern Slavery Act, this Statement has been approved by the IDEXX Laboratories Pty. Limited Board of Directors and signed by a director of that entity, on 30 May 2024. No other entity for the 2023 reporting period is subject to the Australian Commonwealth Modern Slavery Act.

IDEXX Laboratories Pty. Limited is a distributor of the IDEXX products and provides the IDEXX services described earlier in this Statement. IDEXX Laboratories Pty. Limited has operations throughout Australia and is a subsidiary of IDEXX Laboratories, Inc. As of 31 December 2023, IDEXX Laboratories Pty. Limited had 345 employees. IDEXX Laboratories Pty. Limited does not have an ownership interest in or control any other entities.

IDEXX's, including IDEXX Laboratories Pty. Limited's, supply chain is discussed earlier in this Statement. The highest and lowest modern slavery risks of IDEXX Laboratories Pty. Limited mirror those of IDEXX and are discussed earlier in this Statement. The policies and steps described earlier in this Statement that IDEXX has taken to assess, mitigate and manage the risk of modern slavery are applicable to IDEXX Laboratories Pty. Limited.



Name: Lily Joann Lu  
Title: Director, IDEXX Laboratories Pty. Limited

## **Certification – Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act**

IDEXX Laboratories Canada Corporation is required to submit a Statement pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act. Solely for purposes of compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, this Statement was approved pursuant to subparagraph 11(4)(b)(i) of the Canada Forced and Child Labour Act by the Board of Directors of IDEXX Laboratories Canada Corporation. IDEXX Reference Laboratories Ltd., a subsidiary of IDEXX Laboratories Canada Corporation, is included in the 2023 reporting period as it is also subject to the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

IDEXX Laboratories Canada Corporation is a distributor of the IDEXX products and provides the IDEXX services described earlier in this Statement. IDEXX Laboratories Canada Corporation has operations throughout Canada and is an indirect subsidiary of IDEXX Laboratories, Inc. As of December 31, 2023, IDEXX Laboratories Canada Corporation had 67 employees. IDEXX Laboratories Canada Corporation is the parent of IDEXX Reference Laboratories Ltd. and has no ownership interest in, or control of, any other entities.

IDEXX Reference Laboratories Ltd., is a diagnostic reference laboratory and provides the IDEXX services described earlier in this Statement. IDEXX Reference Laboratories Ltd. has operations throughout Canada. As of December 31, 2023, IDEXX Reference Laboratories Ltd. had 213 employees. IDEXX Reference Laboratories Ltd. has no ownership interest in, or control of, any other entities.

IDEXX's, including IDEXX Laboratories Canada Corporation and IDEXX Reference Laboratories Ltd.'s, supply chain is discussed earlier in this Statement. The risks of forced and child labor of IDEXX Laboratories Canada Corporation and IDEXX Reference Laboratories Ltd.'s mirror those of IDEXX and are discussed earlier in this Statement. The policies and steps described earlier in this Statement that IDEXX has taken to assess, mitigate and manage the risk of forced and child labor are applicable to IDEXX Laboratories Canada Corporation and IDEXX Reference Laboratories Ltd.

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Statement for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above.

Lily J. Lu  
Director  
May 30, 2024

I have the authority to bind IDEXX Laboratories Canada Corporation and IDEXX Reference Laboratories, Ltd.

