

California Transparency in Supply Chains Act of 2010

Responsible and Sustainable Supply Chain

IDEXX values our relationships with our suppliers. We are committed to conducting 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 routinely undertake a number of actions to ensure that the products and services provided to our company meet this commitment.

The California Transparency in Supply Chains Act of 2010 requires many manufacturers, including IDEXX, to disclose their activities in monitoring their supply chains to prevent human trafficking and slavery. These disclosures are intended to allow businesses and consumers to make more informed decisions about the products they choose to purchase and the companies they choose to support. IDEXX predominantly relies on suppliers located in the United States, Europe, Japan, and South Korea and we typically do not engage suppliers from countries with an increased risk of human trafficking and slavery.

Supplier Assessments and Qualifications. Before engaging a new supplier, IDEXX typically evaluates the supplier through a risk-based assessment process. Our assessment may initially include a supplier questionnaire and an audit of their facilities, quality systems and business practices, and may subsequently include follow-up visits and reviews.

Supplier Performance Review. IDEXX is committed to continuous improvement in our supply chain. To that end, we periodically monitor the business performance of our key suppliers through periodic performance and objectives discussions and reviews.

Supplier Audits. IDEXX periodically audits our suppliers to confirm their compliance with performance and quality standards. We generally conduct verifications and factory audits ourselves. Our audits verify suppliers' compliance with our written agreements and quality systems requirements. Audit findings and recommendations are discussed with each supplier's quality management. The supplier is expected to address all issues arising from the audit and to validate its corrective actions during follow-up audits or reviews.

Supplier Agreements. IDEXX has supply contracts and/or purchase order terms and conditions with our suppliers. These documents include the supplier's agreement to comply with all laws applicable to the supply of services or materials to IDEXX.

Employee Training and Compliance. All IDEXX employees are required to comply with our company's global code of ethics governing business practice standards. The code is designed to promote honest and ethical conduct, compliance with governmental laws, and accountability. Our employees participate in training on our business practice standards to enhance understanding and compliance with these standards. In addition, we audit compliance with our business practice standards, investigate potential violations and, when appropriate, take remedial and/or disciplinary action.