



Modern Slavery Statement

This Statement describes the activities of IDEXX Laboratories, Inc. and its consolidated subsidiaries (“IDEXX,” “we,” “us” and “our”) to address slavery and human trafficking (“modern slavery”) in our business and supply chains during the year ended December 31, 2016 (“fiscal 2016”). We have published this Statement pursuant to the California Transparency in Supply Chains Act and the UK Modern Slavery Act. 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.

Overview

We develop, manufacture and distribute products and provide services primarily for the companion animal veterinary, livestock and poultry, dairy and water testing markets. We also sell a line of portable electrolytes and blood gas analyzers for the human point-of-care medical diagnostics market.

We believe that the risk of modern slavery in our own business is remote. We have robust internal human resources policies, procedures and training pertaining to, among other things, hiring practices, working hours and workplace conduct. We have not identified any instances of modern slavery at our vendors or in our supply chains. As discussed below, we have in place policies and procedures intended to mitigate these risks.

In 2017, we initiated a review of our existing policies and procedures relating to modern slavery, with a view to assessing whether any enhancements should be made. This review is still ongoing.

The IDEXX Code of Ethics

IDEXX is committed to conducting its business affairs ethically and in full compliance with the laws and regulations of all jurisdictions in which we do business. In addition, IDEXX’s employees are expected to avoid any activity that might reflect adversely on us. IDEXX’s fundamental values and business principles are described in our Code of Ethics (the “Code”), which applies to all of IDEXX’s operations worldwide.

Among other things, the Code describes our policy of equal employment opportunity and our commitments to provide a 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 not intended to be all-encompassing. It is meant to be interpreted and followed in the context of applicable laws and regulations and good common sense. 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, we are in the process of implementing an annual certification process for employees to certify compliance with the Code.

Third Party Partners

IDEXX has developed risk-based diligence and management processes, procedures and guidelines pertaining to its 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 its sole discretion.

Vendor Relationships

IDEXX also seeks to conduct business with vendors 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 vendors located in the United States, Europe, Japan and South Korea and typically do not engage vendors from countries that are believed to have a high incidence of modern slavery. In addition, we have many long-term vendor arrangements, which we believe helps mitigate modern slavery risk.

Vendor In-take. Before engaging a new vendor, IDEXX typically evaluates the vendor through a risk-based assessment process, which, depending upon the vendor's risk profile, may include steps to verify product supply chains to assess risk. The steps taken to assess risk at a vendor of materials or components may include a questionnaire, an audit of the vendor's facilities, quality systems and business practices and follow-up visits and reviews.

Performance Reviews. IDEXX seeks continuous improvement in our supply chain. To that end, we monitor the business performance of our key vendors through periodic performance reviews and ongoing dialogue. As part of our performance reviews, we assess compliance with IDEXX standards. We also perform vendor audits, as discussed below.

Vendor Audits. IDEXX periodically audits vendors of materials and components and certain vendors of completed goods to confirm their compliance with our standards. Our personnel conduct verifications and factory audits. Audit findings and recommendations are discussed

with the vendor. Vendors are expected to satisfactorily address any identified issues and demonstrate that corrective action has been taken.

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

Whistleblower Hotline

We maintain a confidential whistleblower help line through which employees, vendors and other third parties may report violations of the Code and other matters. The contact information for our hotline is 1-800-836-2027 or www.idexx.com/ethics-hotline.

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.

A handwritten signature in black ink that reads "Jacqueline Studer". The signature is written in a cursive, flowing style.

Name: Jacqueline L. Studer

Title: Director, IDEXX Laboratories Limited