

Human Rights Policy November 2020

This policy applies worldwide to Roper Technologies, Inc. (“Roper”) and its subsidiaries, affiliates and other business associations that are effectively controlled by Roper, directly or indirectly (together the "Company"), and all directors, officers and employees of the Company.

Roper acknowledges its responsibility to respect human rights. It is fundamental to the sustainability of our Company and the communities in which we operate. In our Company and across our organization, we are committed to ensuring that people are treated with dignity and respect.

Roper’s Human Rights Policy is committed to operating consistent with the core tenets of the International Labor Organization’s fundamental conventions and the human rights principles set forth in the United Nations Universal Declaration of Human Rights and the goals of the Responsible Minerals Initiative (of which we are a member).

Roper complies with applicable international and local legal requirements in the countries in which we operate. Where local law conflicts with the principles contained in this Human Rights Policy, Roper complies with local requirements while, at the same time, seeking ways to uphold the principles set forth in this Human Rights Policy.

PRINCIPLES

Health and Safety

We operate globally in a safe, responsible manner respecting the health of our employees, our customers, suppliers, contractors, and the communities in which we operate. The Company provides a safe and healthy workplace, complies with applicable safety and health laws, regulations and internal requirements. When appropriate and necessary to protect the health and safety of our employees, we encourage flexible working arrangements such as working from home.

Forced Labor, Human Trafficking, and Working Time

We believe that people should work because they want or need to, not because they are forced to do so. Roper prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. Roper’s working time practices comply with national law and applicable collective agreements.

Anti-discrimination, Anti-harassment and Anti-retaliation

Roper is committed to a workforce free of unlawful discrimination, harassment and retaliation. We employ people on the basis of their ability to do the job, and we prohibit discrimination based on employees’ protected characteristics or protected conduct. We will not discriminate in employment practices such as recruiting, hiring, wages, promotions, rewards and training on grounds of race, color, religion, age, national origin, citizenship, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, genetic information, political affiliation, union membership, protected veteran status, disability, or any other legally protected characteristic. We will not retaliate against employees who assert

their rights to be free from unlawful discrimination or harassment or who report in good faith a concern to Roper about actual or suspected violations of this policy.

Children and Young Workers

Our hiring practices conform with the International Labor Organization (ILO) conventions for minimum age and child labor. We comply with all local applicable laws and regulations relating to hiring children and we do not employ children or support the use of child labor.

Wages and Benefits

We compensate employees competitively relative to the industry and local labor market. Roper expects employee compensation to comply with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits.

Freedom of Association and Collective Bargaining

We recognize that in many of the locations in which we operate, employees have the right to freely associate or not associate with third party organizations such as labor unions, along with the right to bargain or not bargain collectively in accordance with local laws. We respect those rights. We are further committed to treating our employees with dignity and respect by creating an environment of open communication where employees can speak directly with their managers to discuss their ideas, concerns or problems, and team together to address workplace issues in a manner more efficient and effective than through a third party.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained for employee privacy and dignity.

Privacy

We are committed to protecting the personal information of all individuals and mitigate risk of data breach, data losses or misuses. It is Roper's policy to comply with all applicable data privacy laws which it is subject to in the countries where it does business

Suppliers and Contractors

We expect our suppliers and contractors to treat their employees and to interact with communities in a manner that respects human rights and is consistent with the spirit and intent of this policy. We require that our suppliers and contractors adhere to all applicable domestic laws and encourage them to be consistent with ILO core labor principles.

REPORTING AND REMEDY

We are committed to identifying, preventing, and mitigating adverse human rights impacts related to our business activities. If you believe that a conflict arises between the language of this policy and the laws, customs and practices of the place where you work, if you have questions about this policy or if you would like to report a potential violation of this policy, you should report any such matter to your supervisor or to Jake Birmingham, Roper's Chief Compliance Officer. If you are uncomfortable with this process for any reason, you may contact the Roper Technologies Ethics and Compliance Line at +1 (888) 227-3565 (Toll Free) at any time. You

need not include any identifying information when making a report and your questions or concerns will remain confidential or anonymous. Roper will neither retaliate against, nor tolerate any harassment or retaliation against, anyone for reporting in good faith suspected violations of this policy, and all concerns will be promptly investigated and acted upon.