

# Merative L.P. Modern Slavery and Human Trafficking Statement

May 2025

## **Statement Against Forced Labor, Child Labor, and Human Trafficking**

pursuant to Canada's Fighting Against Forced Labor and Child Labor in Supply Chains Act, Section 54 of the United Kingdom's Modern Slavery Act 2015, and

### **Introduction**

This statement is compiled by Merative L.P. and its reporting affiliates ("Merative"), in respect of the Acts, as referenced above, for the fiscal year concluded on December 31, 2024. Merative L.P. is a limited partnership under the laws of the State of Delaware, United States of America.

### **Reporting Entities (each a reporting affiliate of Merative L.P.)**

- Merative US L.P.
- Merge Healthcare Solutions, Inc.
- Merative Canada Holdco Unlimited Liability Company
- Merative UK Ltd.

## **Company Overview**

Established in 2022, Merative provides data, analytics, and software for healthcare and government social services. Merative works with providers, employers, health plans, governments, and life sciences companies to orient information and insights around the people they serve to improve decision-making and performance. Merative is based in Ann Arbor, Michigan, and has over 2,000 employees located in North America, Europe, and Asia.

Merative is committed to acting ethically and with integrity as an organization. Merative will not engage in or support the use of forced labor and child labor, nor will it tolerate the use of forced labor and child labor at any level in its operations, including its supply chain.

## **Policies and Due Diligence Processes in Relation to Forced Labor and Child Labor**

The healthcare technology industry is regulated and requires extensive due diligence in its hiring practices, resulting in a lower risk of forced labor and child labor. Even so, Merative has global compliance measures in place to address these concerns.

With respect to employees, Merative's Employee Code of Conduct prohibits the use of forced labor and child labor. All employees must affirm compliance with the Employee Code of Conduct upon hiring and annually thereafter. In addition, all new hires complete identity verification processes and employment eligibility checks, which also helps reduce any risk of underage employment. The process varies by country, but all processes involve checking government identification to confirm identity and the legal right to work.

With respect to suppliers, Merative has several ways to reduce risks in the forced labor and child labor area. For example, Merative has a Third Party Code of Conduct that includes a prohibition against forced labor and child labor. Suppliers are expected to adhere to our standards or other recognized frameworks such as the UN Global Compact or the Responsible Business Alliance Code of Conduct. As a healthcare technology and data services company, Merative conducts reviews of its operations and supplier relationships to assess potential risks associated with modern slavery. Additionally, our operations do not involve manufacturing or sourcing raw materials, and we do not rely on high-risk labor sectors.

Based on these policies, practices, and the nature of our business, the overall risk of modern slavery within Merative remains low.

**Parts of the Business and Supply Chains that Carry a Risk of Forced Labor and Child Labor, and Steps Taken to Assess and Manage that Risk**

Given the low-risk nature of the healthcare technology industry, no risks have been identified to date.

**Training Employees**

As noted earlier, Merative ensures that every employee worldwide is educated on Merative's Employee Code of Conduct annually. The Employee Code of Conduct includes a prohibition on the use of forced labor and child labor. Merative will continue to assess risk and the role any additional training may have in mitigating the risks regarding forced labor and child labor.

Merative has an open-door policy and a confidential, accessible, multichannel procedure for reporting employee concerns, including but not limited to concerns related to labor practices of the Merative organization and suppliers. As part of its open-door policy, Merative encourages a speak-up culture without the fear of retaliation, and Merative's policies prohibit retaliation.

**Monitoring Practices**

Merative did not identify any instances of forced labor or child labor during the 2024 reporting period in its operations and supply chain. Therefore, Merative did not take any measures to remediate any adverse impacts or income loss to families that resulted from measures taken to eliminate the use of forced labor and child labor. If Merative learns of any potential or confirmed instances of forced labor and child labor, Merative will investigate and take appropriate remedial measures.

## Assessing Effectiveness and Future Improvements

During the next fiscal year, Merative will review its controls to determine their effectiveness and assess if risk has changed. This assessment will determine what future improvements are needed to enhance Merative's commitment to preventing and reducing the risk of modern slavery in Merative's supply chain and operations.

## Approval and Attestations:

This report was approved for the fiscal year ended December 31, 2024. By the requirements of the Acts, and in particular Section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entities covered in this report. Based on my knowledge and having exercised reasonable diligence, I attest that the information in this report is true, accurate, and complete in all material respects for the purposes of the Acts for the reporting year listed above. For clarity, I am providing this attestation in my capacity as an officer of Merative L.P. and its reporting affiliates and not in my personal capacity.

DocuSigned by:  
*Brian Bonner*  
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Brian Bonner  
Chief Operating Officer and Chief Financial Officer  
Merative L.P. and its reporting affiliates