



Lumivero, LLC Modern Slavery Statement

Financial Year Ending December 31, 2025

This statement is published by Lumivero, LLC (along with its subsidiaries and affiliates, “Lumivero”) in accordance with:

- Section 54(1) of the UK Modern Slavery Act 2015
- The California Transparency in Supply Chains Act of 2010
- The Australian Modern Slavery Act 2018 (Cth)¹

It outlines the steps Lumivero has taken during the 2025 financial year to prevent modern slavery and human trafficking in our operations and supply chains.

Our Business

Lumivero is a global software company offering decision-support and data-analytics solutions. We are headquartered in the United States and operate globally, including in the United Kingdom, Australia, France, and Germany.

Our Commitment

Lumivero is committed to conducting business with integrity and in full compliance with all applicable laws. We have a zero-tolerance approach to modern slavery and human trafficking.

Our Supply Chains

Our supply chains primarily involve:

- Technology vendors
- Software service providers
- Professional services firms
- Business support providers

We consider the risk of modern slavery in our supply chains to be low but remain proactive in evaluating and addressing any potential concerns.

Policies and Controls

We maintain internal policies and processes that reflect our values, including:

- A comprehensive code of conduct within our associate handbook

¹This statement is currently under consideration for publication on the Australian Modern Slavery Statements Register by the Australian Attorney-General's Department.



- Supplier obligations built into vetting and contracting
- Employment practices that comply with relevant labor laws

Risk Management and Due Diligence

Our risk management practices include:

- Screening suppliers where appropriate
- Including anti-slavery provisions in relevant contracts
- Internal reporting mechanisms for any concerns

Training and Awareness

We promote awareness among staff involved in procurement and supplier oversight. These individuals are provided with guidelines to help recognize and respond to signs of modern slavery and human trafficking.

Effectiveness and Performance Indicators

Lumivero measures the effectiveness of our efforts to combat slavery and human trafficking through:

- Tracking incident reports
- Assessing supplier adherence to obligations
- Regularly reviewing and updating our policies to reflect best practices and legal requirements

Ongoing Commitment

Lumivero is committed to ongoing evaluation and enhancement of our policies and processes to ensure continued compliance and ethical practices across all jurisdictions in which we operate.

Board Approval

This statement has been reviewed and approved by the Board of Directors of Lumivero, LLC.

Signed:

Signed by:

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Gareth Morrison
CEO and Director