

## 1. INTRODUCTION

InterOperability Bidco, Inc., dba “Rhapsody” is committed to carrying out business responsibly, which includes ensuring that slavery and human trafficking are not taking place in any part of our business or supply chain.

This statement is intended to provide details of the steps we have taken as a business during the last financial year towards ensuring that slavery and human trafficking are not taking place in our organization, or in our supply chain.

## 2. OUR ORGANIZATION

Rhapsody is a leading provider of healthcare interoperability software and services with over 350 employees in offices in the United States, New Zealand, Australia, China, Philippines, Denmark and Turkey. Hg, a leading European private equity investor in software and services, provides the primary investment in Rhapsody’s business.

As a provider of health IT software and services, Rhapsody’s supply chain is relatively short. All software development and services is done in-house by Rhapsody employees. Rhapsody uses third-party cloud service providers for data center services and SaaS (software-as-a-service) providers for line of business applications.

## 3. OUR POLICIES

Rhapsody is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We will not have dealings (to the best of our knowledge) with a company in our supply chain which (amongst other things):

- has production or other activities that involve harmful or exploitative forms of forced labor or child labor; or
- is, in the opinion of Rhapsody’s Compliance Committee, exploitative of vulnerable groups in society.

Our Code of Conduct emphasizes the need for us to act with integrity, in accordance with laws, and in a manner which strengthens the trust of our stakeholders and enhances our reputation.

## 4. OUR APPROACH TO ASSESSING AND MANAGING RISK

For our own operations, we conduct a regular review of our material suppliers and assess whether any particular risks of slavery or human trafficking arise. We do not consider that our key relationships with professional or business services suppliers give rise to material risks in this area. The biggest risks which we consider arise within our business are in relation to facilities management, catering and courier services, most of which are provided under one-off arrangements rather than an ongoing contractual relationship. We manage the risk through the use of suppliers whom we consider to be reputable. We try to negotiate language in our agreements with vendors to address anti-slavery, and we have specifically requested that all material regular suppliers in these areas confirm that their own business activities do not involve slavery or human trafficking.

Although not part of our supply chain, before any merger or acquisition activities, we carry out due diligence into all aspects of the relevant target business, which includes operational risks such as those which could arise through material ESG risks.

5. OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We will continue to monitor and engage with material suppliers on Modern Slavery and have embedded this into Rhapsody’s procurement process. For the companies which we acquire, we have taken the following steps:

- Carried out due diligence at the time of investment to be satisfied that their business operational activities did not involve forced or child labor.
- Raised awareness of the issues and the requirements of the Modern Slavery Act.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Rhapsody’s slavery and human trafficking statement for the financial year ending on the 31 March 2023. It has been approved by Rhapsody’s Board and signed by Rhapsody’s CEO.

Document No.	2021-03
Document Name	Modern Slavery Statement
Authorized Document Approver	Chief Executive Officer
Approver and Approval Date	<div>DocuSigned by: <i>Sagnik Bhattacharya</i> 5D848791C33149B...</div> 26 March 2024