



MODERN SLAVERY STATEMENT

PERIOD ENDING 30 JUNE 2025

1 INTRODUCTION

- 1.1 iManage LLC is formed in Delaware, United States, and iManage EMEA Limited is registered in the United Kingdom (together, **iManage, we, us, or our**). Both entities carry on business in the United Kingdom and are required to prepare annual modern slavery statements under the UK Modern Slavery Act 2015.
- 1.2 iManage LLC is also registered to carry on business in Australia as a foreign entity and is a reporting entity under the Australian Modern Slavery Act 2018 (Cth).
- 1.3 This statement is published pursuant to the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018. It describes the steps taken by iManage during the period ending 30 June 2025 to identify, assess, and address risks of modern slavery and human trafficking in our operations and supply chains.

2 OUR BUSINESS AND SUPPLY CHAIN

Our operations

- 2.1 iManage is a privately held, cloud-native B2B software company headquartered in Chicago, Illinois. Our AI-powered knowledge work platform supports more than one million daily users across knowledge-intensive and highly regulated industries.
- 2.2 iManage employs over 1,000 people globally, with operations and offices in the United States, the United Kingdom, Canada, India, Australia, Spain, and Singapore.
- 2.3 iManage LLC is the primary operating entity of the iManage group and has wholly owned subsidiaries in the jurisdictions listed above.

Our supply chain

- 2.4 iManage does not operate manufacturing facilities. Our supply chains support our cloud-based software business and primarily include:
 - 2.4.1 cloud infrastructure and data centre services;
 - 2.4.2 software and professional services;
 - 2.4.3 electronics and end-user hardware;
 - 2.4.4 facilities management, office services, and security services.
- 2.5 Our Tier 1 suppliers are predominantly located in the United States, the United Kingdom, and Australia. We recognise, however, that risks of modern slavery may arise further down the supply chain, particularly in connection with electronics manufacturing and labour-intensive services.

3 MODERN SLAVERY RISK ASSESSMENT

- 3.1 iManage continues to mature its modern slavery risk management framework as part of its broader environmental, social, and governance (ESG) program, which has been in place since 2020.
- 3.2 During the reporting period, modern slavery risks were assessed across the following dimensions:
 - 3.2.1 employment practices;

3.2.2 geographic footprint and sector-specific risks; and

3.2.3 supply chain risks.

3.3 *Employment Practices:* iManage employs predominantly highly skilled, professional workers and maintains formal people operations processes governing recruitment, onboarding, compensation, benefits, and workplace standards. Based on the nature of our workforce and the controls in place, we assess the risk of modern slavery within our direct operations to be low.

3.4 *Geographic Footprint and Sector-Specific Risks:* iManage's primary operating jurisdictions are considered lower-risk from a modern slavery perspective. While iManage operates in India, we consider the risk of modern slavery within our direct workforce in that jurisdiction to be low due to role types, wage structures, and internal oversight. As a technology company, iManage's most significant modern slavery risks arise indirectly through:

3.4.1 the manufacture of electronic equipment and components; and

3.4.2 construction, facilities, cleaning, and maintenance services.

3.5 *Supply Chain Risks:* In 2024, iManage completed a modern slavery risk assessment of its supply chain and procurement activities. This assessment informed updates to procurement governance, supplier screening processes, and risk management practices during the reporting period. While iManage assesses its overall modern slavery risk profile to be lower relative to many other sectors, we recognise the importance of continued vigilance and ongoing improvement.

4 ACTION TAKEN BY IMANAGE TO COMBAT MODERN SLAVERY

Governance and Oversight

4.1 An executive-level ESG Executive Committee, which includes the Chief Financial Officer, Chief People Officer, and General Counsel, meets quarterly to review ESG-related risks, obligations, and initiatives.

4.2 iManage's Board of Directors is briefed annually on ESG matters, including ethical business practices and modern slavery risk.

Policies and Standards

4.3 iManage maintains a suite of policies that support ethical business conduct and respect for human rights, including:

4.3.1 an Employee Code of Conduct;

4.3.2 a Third-Party Code of Conduct; and

4.3.3 a comprehensive Procurement Policy governing supplier engagement.

4.4 These policies prohibit forced labour, child labour, human trafficking, and other exploitative practices, and require compliance with applicable labour, human rights, and employment laws.

Procurement and Supplier Due Diligence

4.5 iManage has established a centralized procurement function to improve consistency, oversight, and risk management across global purchasing activities.

4.6 All new and renewing suppliers are required to accept iManage's Third-Party Code of Conduct, which includes provisions on human rights, fair labour, and ethical business practices, and are subject to risk-based onboarding and screening processes.

- 4.7 Supplier due diligence includes financial, legal, reputational, information security, and ethical business considerations, and supports the identification and management of potential modern slavery risks.
- 4.8 iManage continues to enhance its responsible procurement practices, including supplier monitoring, internal reporting, and business engagement with procurement standards.

Training and Reporting

- 4.9 All iManage employees are required to complete annual ethics and Code of Conduct training. Relevant employees involved in procurement, legal, compliance, and people operations receive additional guidance on ethical sourcing and supplier risk considerations.
- 4.10 iManage maintains confidential reporting mechanisms to allow employees and third parties to raise concerns regarding unethical or unlawful conduct without fear of retaliation. Reports are reviewed and, where appropriate, escalated internally for investigation and remediation in accordance with applicable policies and procedures.

5 ASSESSING EFFECTIVENESS

- 5.1 iManage recognises that its modern slavery program is continuing to evolve. During the reporting period, effectiveness was assessed qualitatively through:
- 5.1.1 completion of a formal modern slavery risk assessment;
 - 5.1.2 implementation of a centralized procurement function;
 - 5.1.3 consistent supplier onboarding and screening practices; and
 - 5.1.4 integration of ethical labour considerations into procurement governance.
- 5.2 As our processes mature, iManage intends to develop additional tools and metrics to support the ongoing assessment of effectiveness and continuous improvement.

6 CONSULTATION

- 6.1 In preparing this statement, iManage consulted with relevant internal stakeholders across the iManage group, including representatives from procurement, people operations, legal, compliance, and ESG functions.
- 6.2 iManage LLC does not own or control any other entities within Australia.

7 APPROVAL

- 7.1 This statement is made pursuant to the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018. It constitutes the joint modern slavery and human trafficking statement of iManage LLC and iManage EMEA Limited for the period ending 30 June 2025.
- 7.2 This statement was approved by the principal governing body of iManage LLC.

Signature:

Clinton M Crosier

Clinton M Crosier, being the Vice President and Secretary of iManage LLC and a responsible member for the purposes of the Australian Modern Slavery Act 2018 (Cth).

Approval Date: 31 December 2025