



Human Rights Statement

INTRODUCTION

SPS Commerce, Inc. (“SPS”) is committed to protecting and upholding the human rights of our employees and others with whom we conduct business. Our unwavering commitment to human rights is embedded in the culture and values that define our company and is embodied in our [Code of Conduct](#), [Supplier Code of Conduct](#), and other corporate policies.

SPS is firmly committed to providing equal opportunity, including but not limited to the protection of women’s rights, in all aspects of employment and will not tolerate illegal discrimination or harassment of any kind. We are committed to providing a work environment free from harassment or intimidation, including sexual harassment and harassment on account of any protected class. Such actions can take many forms, such as unwelcome sexual advances or unprofessional remarks. Regardless of its form, offensive, intimidating, or hostile actions will not be tolerated. We have a strict policy against retaliation for reporting any such behavior.

POLICIES

Our [Code of Conduct](#) outlines the expectations of our employees to maintain the highest standards of ethical behavior when conducting SPS business. On an annual basis, all SPS employees are required to review and acknowledge that they will adhere to our Employee Code of Conduct.

We pride ourselves on engaging and doing business with suppliers that share our commitment to doing business ethically, in compliance with all applicable laws, and treating employees with respect and dignity, among other principals and standards of conduct.¹

Our [Supplier Code of Conduct](#) reflects such commitment and is shared with suppliers during the supplier onboarding process.

We are committed to ensuring our business and supply chain are free from human slavery, human trafficking, or forced labor. We have adopted an [Anti-Slavery and Human Trafficking Statement](#) and also communicate this commitment to our suppliers as part of our Supplier Code of Conduct, which states that the supplier will not use child or forced, bonded or indentured labor, involuntary prison labor or use of undocumented labor.

PROTECTING INFORMATION, DATA SECURITY and PRIVACY

SPS recognizes its responsibility to protect the information shared with us by our customers, suppliers, business partners and employees. We are committed to ensuring appropriate security and privacy

¹ Our commitment and approach are informed by leading international standards and frameworks developed by the United Nations (UN) and International Labor Organization (ILO). SPS is committed to respecting and supporting the UN Guiding Principles on Business and Human Rights, UN Universal Declaration of Human Rights, UN Global Compact, UN Sustainable Development Goals, Core Conventions of the ILO, and ILO Declaration on Fundamental Principles and Rights at Work.



SPS COMMERCE

safeguards exist and are properly functioning to comply with applicable privacy regulations including the California Consumer Privacy Act (CCPA) and the EU General Data Protection Regulation (GDPR). Our [Privacy Policy](#) describes how SPS collects, processes, maintains, shares, and deletes information shared with us.

GRIEVANCE MECHANISM

Reports may be made to an employee's by contacting their manager or business partner, Human Resources, the General Counsel or the Chief Financial Officer or confidentially and anonymously by using our SPS Global Reporting Hotline at spsglobalreportinghotline.ethicspoint.com maintained on our behalf by a leading third-party reporting service.

SPS continues to review its processes and supplier relationships to, among other things, further ensure that our business and supply chain community are honoring the intent and purposes of this statement.

Updates to this Human Rights Statement will be posted on our website at www.spscommerce.com.