



SPS Commerce, Inc (“SPS”) is committed to ensuring that our business and supply chain are free from any human slavery, human trafficking or forced labor. We recognize the importance of treating all who work with us with dignity and respect, and we prohibit human trafficking and use of involuntary labor in our business. We act ethically and with integrity in our business relationships, and we seek to implement and enforce effective systems and controls to avoid the presence of any slavery and human trafficking anywhere in our business or supply chain.

As part of our efforts in this regard, we require our employees to acknowledge that they have read and understand our Code of Conduct. Our Code sets the expectation that all employees comply with applicable laws and act ethically when conducting business on behalf of SPS. Under the Code, employees are encouraged to seek guidance regarding compliance issues and required to report misconduct, and they may do so through several internal channels or by contacting our SPS Global Reporting Hotline 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.