



**Anti-Slavery and Human Trafficking
Statement
Fiscal Year 2016**



INTRODUCTION

At Manhattan Associates, we are committed to our customers, employees, shareholders, and communities. Central to our commitment is adherence to the highest standards of ethics and professionalism, honesty, and integrity. We oppose slavery and human trafficking in all forms in our business and our supply chain.

Manhattan Associates' Business

We develop, sell, deploy, service, and maintain software solutions designed to manage supply chains, inventory, and omnichannel operations for retailers, wholesalers, manufacturers, logistics providers, and other organizations around the world. Our customers include many of the world's premier and most profitable brands. We also sell third-party computer and other electronic devices for use with our software products. Our global turnover in the year ended 31 December 2016 was US\$604.5 million.

Global Entity Structure

Manhattan Associates comprises parent company Manhattan Associates, Inc., headquartered in Atlanta, Georgia, USA, and its controlled subsidiaries in Latin America, Asia, and Europe, including its United Kingdom subsidiary, Manhattan Associates Limited. Manhattan Associates has approximately 3000 employees worldwide.

Distribution Channels

We sell our software solutions by deploying a highly skilled direct sales force and through collaboration and joint promotion programs with trusted technology vendors, third party integrators, and supply chain and strategic consultants. We sell and provide professional systems implementation and maintenance services in support of our products through our highly skilled professional services team of business consultants and engineers.

Supply Chain

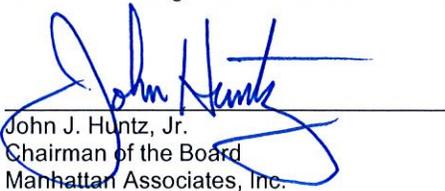
Our supply chain spans approximately 26 countries, and comprises the network of entities and operations to secure for Manhattan Associates the products, services, and supplies required to conduct our business effectively. Our principal suppliers are providers of (i) IT and telecommunications hardware and services, (ii) facilities support, (iii) professional services such as legal, accounting, and marketing, and (iv) office supplies.

ANTI-SLAVERY and HUMAN TRAFFICKING PROGRAM

We are committed to ensuring that no slavery or human trafficking exists in any part of our business operations. Our Global Ethics and Compliance Manual, accepted by our employees around the world, expressly addresses slavery and human trafficking and emphasizes our policy of holding employees accountable for violations of our Global Ethics and Compliance Code. We train our employees on our Code at the time of hire and conduct periodic retraining. Under our Code, our 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 Compliance Reporting Line maintained on our behalf by a leading third-party reporting service.

Regarding our supply chain, as part of our corporate-wide risk mitigation efforts, we use an industry leading due diligence and risk screening service to pre-screen, and continually monitor, our market partners and selected vendors for compliance risk. Effective 2017, we require our market partners to acknowledge our Partner Code of Conduct, which addresses slavery and human trafficking. Also, effective 2017, we have adopted the practice of sending written communications to our partners and selected vendors at year end emphasizing our commitment to anti-slavery and human trafficking and requesting their similar commitment.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 December 2016.



John J. Huntz, Jr.
Chairman of the Board
Manhattan Associates, Inc.



**Anti-Slavery and Human Trafficking
Statement
Fiscal Year 2017**



INTRODUCTION

At Manhattan Associates, we are committed to our customers, employees, shareholders, and communities. Central to our commitment is adherence to the highest standards of ethics and professionalism, honesty, and integrity. We oppose slavery and human trafficking in all forms in our business and our supply chain.

Manhattan Associates' Business

We develop, sell, deploy, service, and maintain software solutions designed to manage supply chains, inventory, and omnichannel operations for retailers, wholesalers, manufacturers, logistics providers, and other organizations around the world. Our customers include many of the world's premier and most profitable brands. We also sell third-party computer and other electronic devices for use with our software products. Our global turnover in the year ended 31 December 2017 was US\$594.6 million.

Global Entity Structure

Manhattan Associates comprises parent company Manhattan Associates, Inc., headquartered in Atlanta, Georgia, USA, and its controlled subsidiaries in Latin America, Asia, and Europe, including its United Kingdom subsidiary, Manhattan Associates Limited. Manhattan Associates has approximately 2790 employees worldwide.

Distribution Channels

We sell our software solutions by deploying a highly skilled direct sales force and through collaboration and joint promotion programs with trusted technology vendors, third party integrators, and supply chain and strategic consultants. We sell and provide professional systems implementation and maintenance services in support of our products through our highly skilled professional services team of business consultants and engineers.

Supply Chain

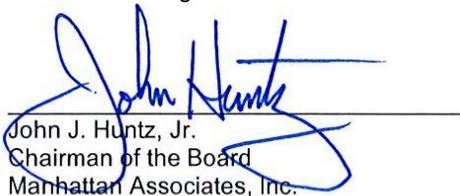
Our supply chain spans approximately 26 countries, and comprises the network of entities and operations to secure for Manhattan Associates the products, services, and supplies required to conduct our business effectively. Our principal suppliers are providers of (i) IT and telecommunications hardware and services, (ii) facilities support, (iii) professional services such as legal, accounting, and marketing, and (iv) office supplies.

ANTI-SLAVERY and HUMAN TRAFFICKING PROGRAM

We are committed to ensuring that no slavery or human trafficking exists in any part of our business operations. Our Global Ethics and Compliance Manual, accepted by our employees around the world, expressly addresses slavery and human trafficking and emphasizes our policy of holding employees accountable for violations of our Global Ethics and Compliance Code. We train our employees on our Code at the time of hire and conduct periodic retraining. Under our Code, our 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 Compliance Reporting Line maintained on our behalf by a leading third-party reporting service.

Regarding our supply chain, as part of our corporate-wide risk mitigation efforts, we use an industry leading due diligence and risk screening service to pre-screen, and continually monitor, our market partners and selected vendors for compliance risk. We require our market partners to acknowledge our Partner Code of Conduct, which addresses slavery and human trafficking. We have adopted the practice of sending written communications to our partners and selected vendors at year end emphasizing our commitment to anti-slavery and human trafficking and requesting their similar commitment.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 December 2017.

A blue ink signature of John J. Huntz, Jr. is written over a horizontal line. Below the line, the text "John J. Huntz, Jr. Chairman of the Board Manhattan Associates, Inc." is printed in a black sans-serif font.

John J. Huntz, Jr.
Chairman of the Board
Manhattan Associates, Inc.



**Anti-Slavery and Human Trafficking
Statement
Fiscal Year 2018**



INTRODUCTION

At Manhattan Associates, we are committed to our customers, employees, shareholders, and communities. Central to our commitment is adherence to the highest standards of ethics and professionalism, honesty, and integrity. We oppose slavery and human trafficking in all forms in our business and our supply chain.

Manhattan Associates' Business

We develop, sell, deploy, service, and maintain software solutions designed to manage supply chains, inventory, and omnichannel operations for retailers, wholesalers, manufacturers, logistics providers, and other organizations around the world. Our customers include many of the world's premier and most profitable brands. We also sell third-party computer and other electronic devices for use with our software products. Our global turnover in the year ended 31 December 2018 was US\$559.2 million.

Global Entity Structure

Manhattan Associates comprises parent company Manhattan Associates, Inc., headquartered in Atlanta, Georgia, USA, and its controlled subsidiaries in Latin America, Asia, and Europe, including its United Kingdom subsidiary, Manhattan Associates Limited. Manhattan Associates has approximately 3000 employees worldwide.

Distribution Channels

We sell our software solutions by deploying a highly skilled direct sales force and through collaboration and joint promotion programs with trusted technology vendors, third party integrators, and supply chain and strategic consultants. We sell and provide professional systems implementation and maintenance services in support of our products through our highly skilled professional services team of business consultants and engineers.

Supply Chain

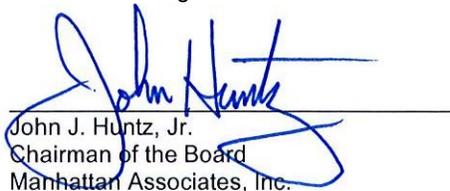
Our supply chain spans approximately 26 countries, and comprises the network of entities and operations to secure for Manhattan Associates the products, services, and supplies required to conduct our business effectively. Our principal suppliers are providers of (i) IT and telecommunications hardware and services, (ii) facilities support, (iii) professional services such as legal, accounting, and marketing, and (iv) office supplies.

ANTI-SLAVERY and HUMAN TRAFFICKING PROGRAM

We are committed to ensuring that no slavery or human trafficking exists in any part of our business operations. Our Global Ethics and Compliance Manual, accepted by our employees around the world, expressly addresses slavery and human trafficking and emphasizes our policy of holding employees accountable for violations of our Global Ethics and Compliance Code. We train our employees on our Code at the time of hire and conduct periodic retraining. Under our Code, our 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 Compliance Reporting Line maintained on our behalf by a leading third-party reporting service.

Regarding our supply chain, as part of our corporate-wide risk mitigation efforts, we use an industry leading due diligence and risk screening service to pre-screen, and continually monitor, our market partners and selected vendors for compliance risk. We require our market partners to acknowledge our Partner Code of Conduct, which addresses slavery and human trafficking. We have adopted the practice of sending written communications to our partners and selected vendors at year end emphasizing our commitment to anti-slavery and human trafficking and requesting their similar commitment.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 December 2018.



John J. Huntz, Jr.
Chairman of the Board
Manhattan Associates, Inc.



**Anti-Slavery and Human Trafficking
Statement
Fiscal Year 2019**



INTRODUCTION

At Manhattan Associates, we are committed to our customers, employees, shareholders, and communities. Central to our commitment is adherence to the highest standards of ethics and professionalism, honesty, and integrity. We oppose slavery and human trafficking in all forms in our business and our supply chain.

Manhattan Associates' Business

We develop, sell, deploy, service, and maintain software solutions designed to manage supply chains, inventory, and omnichannel operations for retailers, wholesalers, manufacturers, logistics providers, and other organizations around the world. Our customers include many of the world's premier and most profitable brands. We also sell third-party computer and other electronic devices for use with our software products. Our global turnover in the year ended 31 December 2019 was US\$617.9 million.

Global Entity Structure

Manhattan Associates comprises parent company Manhattan Associates, Inc., headquartered in Atlanta, Georgia, USA, and its controlled subsidiaries in Latin America, Asia, and Europe, including its United Kingdom subsidiary, Manhattan Associates Limited. Manhattan Associates has approximately 3400 employees worldwide.

Distribution Channels

We sell our software solutions by deploying a highly skilled direct sales force and through collaboration and joint promotion programs with trusted technology vendors, third party integrators, and supply chain and strategic consultants. We sell and provide professional systems implementation and maintenance services in support of our products through our highly skilled professional services team of business consultants and engineers.

Supply Chain

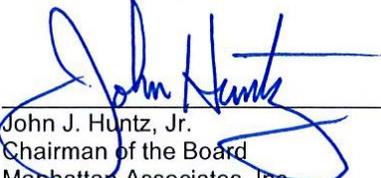
Our supply chain spans approximately 26 countries, and comprises the network of entities and operations to secure for Manhattan Associates the products, services, and supplies required to conduct our business effectively. Our principal suppliers are providers of (i) IT and telecommunications hardware and services, (ii) facilities support, (iii) professional services such as legal, accounting, and marketing, and (iv) office supplies.

ANTI-SLAVERY and HUMAN TRAFFICKING PROGRAM

We are committed to ensuring that no slavery or human trafficking exists in any part of our business operations. Our Global Ethics and Compliance Manual, accepted by our employees around the world, expressly addresses slavery and human trafficking and emphasizes our policy of holding employees accountable for violations of our Global Ethics and Compliance Code. We train our employees on our Code at the time of hire and conduct periodic retraining. Under our Code, our 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 Compliance Reporting Line maintained on our behalf by a leading third-party reporting service.

Regarding our supply chain, as part of our corporate-wide risk mitigation efforts, we use an industry leading due diligence and risk screening service to pre-screen, and continually monitor, our market partners and selected vendors for compliance risk. We require our market partners to acknowledge our Partner Code of Conduct, which addresses slavery and human trafficking. We have adopted the practice of sending written communications to our partners and selected vendors at year end emphasizing our commitment to anti-slavery and human trafficking and requesting their similar commitment.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 December 2019.



John J. Huntz, Jr.
Chairman of the Board
Manhattan Associates, Inc.



**Anti-Slavery and Human Trafficking
Statement
Fiscal Year 2020**



INTRODUCTION

At Manhattan Associates, we are committed to our customers, employees, shareholders, and communities. Central to our commitment is adherence to the highest standards of ethics and professionalism, honesty, and integrity. We oppose slavery and human trafficking in all forms in our business and our supply chain.

Manhattan Associates' Business

We develop, sell, deploy, service, and maintain software solutions designed to manage supply chains, inventory, and omnichannel operations for retailers, wholesalers, manufacturers, logistics providers, and other organizations around the world. Our customers include many of the world's premier and most profitable brands. We also sell third-party computer and other electronic devices for use with our software products. Our global turnover in the year ended 31 December 2020 was US\$586.4 million.

Global Entity Structure

Manhattan Associates comprises parent company Manhattan Associates, Inc., headquartered in Atlanta, Georgia, USA, and its controlled subsidiaries in Latin America, Asia, and Europe, including its United Kingdom subsidiary, Manhattan Associates Limited. Manhattan Associates has approximately 3400 employees worldwide.

Distribution Channels

We sell our software solutions by deploying a highly skilled direct sales force and through collaboration and joint promotion programs with trusted technology vendors, third party integrators, and supply chain and strategic consultants. We sell and provide professional systems implementation and maintenance services in support of our products through our highly skilled professional services team of business consultants and engineers.

Supply Chain

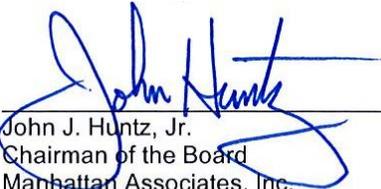
Our supply chain spans approximately 26 countries, and comprises the network of entities and operations to secure for Manhattan Associates the products, services, and supplies required to conduct our business effectively. Our principal suppliers are providers of (i) IT and telecommunications hardware and services, (ii) facilities support, (iii) professional services such as legal, accounting, and marketing, and (iv) office supplies.

ANTI-SLAVERY and HUMAN TRAFFICKING PROGRAM

We are committed to ensuring that no slavery or human trafficking exists in any part of our business operations. Our Global Ethics and Compliance Manual, accepted by our employees around the world, expressly addresses slavery and human trafficking and emphasizes our policy of holding employees accountable for violations of our Global Ethics and Compliance Code. We train our employees on our Code at the time of hire and conduct periodic retraining. Under our Code, our 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 Compliance Reporting Line maintained on our behalf by a leading third-party reporting service.

Regarding our supply chain, as part of our corporate-wide risk mitigation efforts, we use an industry leading due diligence and risk screening service to pre-screen, and continually monitor, our market partners and selected vendors for compliance risk. We require our market partners to acknowledge our Partner Code of Conduct, which addresses slavery and human trafficking. We have adopted the practice of sending written communications to our partners and selected vendors at year end emphasizing our commitment to anti-slavery and human trafficking and requesting their similar commitment.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 December 2020.



John J. Huntz, Jr.
Chairman of the Board
Manhattan Associates, Inc.

**Anti-Slavery and Human Trafficking
Statement
Fiscal Year 2021**



INTRODUCTION

At Manhattan Associates, we are committed to our customers, employees, shareholders, and communities. Central to our commitment is adherence to the highest standards of ethics and professionalism, honesty, and integrity. We oppose slavery and human trafficking in all forms in our business and our supply chain.

Manhattan Associates' Business

We develop, sell, deploy, service, and maintain software solutions designed to manage supply chains, inventory, and omnichannel operations for retailers, wholesalers, manufacturers, logistics providers, and other organizations around the world. Our customers include many of the world's premier and most profitable brands. We also sell third-party computer and other electronic devices for use with our software products. Our global turnover in the year ended 31 December 2021 was US\$663.6 million.

Global Entity Structure

Manhattan Associates comprises parent company Manhattan Associates, Inc., headquartered in Atlanta, Georgia, USA, and its controlled subsidiaries in Latin America, Asia, and Europe, including its United Kingdom subsidiary, Manhattan Associates Limited. Manhattan Associates has approximately 3600 employees worldwide.

Distribution Channels

We sell our software solutions by deploying a highly skilled direct sales force and through collaboration and joint promotion programs with trusted technology vendors, third party integrators, and supply chain and strategic consultants. We sell and provide professional systems implementation and maintenance services in support of our products through our highly skilled professional services team of business consultants and engineers.

Supply Chain

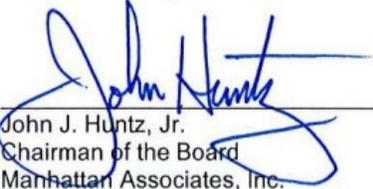
Our supply chain spans approximately 26 countries and comprises the network of entities and operations to secure for Manhattan Associates the products, services, and supplies required to conduct our business effectively. Our principal suppliers are providers of (i) IT and telecommunications hardware and services, (ii) facilities support, (iii) professional services such as legal, accounting, and marketing, and (iv) office supplies.

ANTI-SLAVERY and HUMAN TRAFFICKING PROGRAM

We are committed to ensuring that no slavery or human trafficking exists in any part of our business operations. Our Global Ethics and Compliance Manual, accepted by our employees around the world, expressly addresses slavery and human trafficking and emphasizes our policy of holding employees accountable for violations of our Global Ethics and Compliance Code. We train our employees on our Code at the time of hire and conduct periodic retraining. Under our Code, our 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 Compliance Reporting Line maintained on our behalf by a leading third-party reporting service.

Regarding our supply chain, as part of our corporate-wide risk mitigation efforts, we use an industry leading due diligence and risk screening service to pre-screen, and continually monitor, our market partners and selected vendors for compliance risk. We require our market partners to acknowledge our Partner Code of Conduct, which addresses slavery and human trafficking. We have adopted the practice of sending written communications to our partners and selected vendors at year end emphasizing our commitment to anti-slavery and human trafficking and requesting their similar commitment.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 December 2021.



John J. Huntz, Jr.
Chairman of the Board
Manhattan Associates, Inc.

**Anti-Slavery and Human Trafficking
Statement
Fiscal Year 2022**



INTRODUCTION

At Manhattan Associates, we are committed to our customers, employees, shareholders, and communities. Central to our commitment is adherence to the highest standards of ethics and professionalism, honesty, and integrity. We oppose slavery and human trafficking in all forms in our business and our supply chain.

Manhattan Associates' Business

We develop, sell, deploy, service, and maintain software solutions designed to manage supply chains, inventory, and omnichannel operations for retailers, wholesalers, manufacturers, logistics providers, and other organizations around the world. Our customers include many of the world's premier and most profitable brands. We also sell third-party computer and other electronic devices for use with our software products. Our global turnover in the year ended 31 December 2022 was US\$767.1 million.

Global Entity Structure

Manhattan Associates comprises parent company Manhattan Associates, Inc., headquartered in Atlanta, Georgia, USA, and its controlled subsidiaries in Latin America, Asia, and Europe, including its United Kingdom subsidiary, Manhattan Associates Limited. Manhattan Associates has approximately 4150 employees worldwide.

Distribution Channels

We sell our software solutions by deploying a highly skilled direct sales force and through collaboration and joint promotion programs with trusted technology vendors, third party integrators, and supply chain and strategic consultants. We sell and provide professional systems implementation and maintenance services in support of our products through our highly skilled professional services team of business consultants and engineers.

Supply Chain

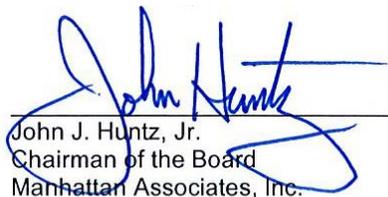
Our supply chain spans approximately 26 countries and comprises the network of entities and operations to secure for Manhattan Associates the products, services, and supplies required to conduct our business effectively. Our principal suppliers are providers of (i) IT and telecommunications hardware and services, (ii) facilities support, (iii) professional services such as legal, accounting, and marketing, and (iv) office supplies.

ANTI-SLAVERY and HUMAN TRAFFICKING PROGRAM

We are committed to ensuring that no slavery or human trafficking exists in any part of our business operations. Our Global Ethics and Compliance Manual, accepted by our employees around the world, expressly addresses slavery and human trafficking and emphasizes our policy of holding employees accountable for violations of our Global Ethics and Compliance Code. We train our employees on our Code at the time of hire and conduct periodic retraining. Under our Code, our 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 Compliance Reporting Line maintained on our behalf by a leading third-party reporting service.

Regarding our supply chain, as part of our corporate-wide risk mitigation efforts, we use an industry leading due diligence and risk screening service to pre-screen, and continually monitor, our market partners and selected vendors for compliance risk. We require our market partners to acknowledge our Partner Code of Conduct, which addresses slavery and human trafficking. We have adopted the practice of sending written communications to our partners and selected vendors at year end emphasizing our commitment to anti-slavery and human trafficking and requesting their similar commitment.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 December 2022.



John J. Huntz, Jr.
Chairman of the Board
Manhattan Associates, Inc.