



Equal Employment Opportunity and Affirmative Action Statement of Policy

Sprout Social, Inc. (“**Sprout**” or the “**Company**”) is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. Sprout strictly prohibits and does not tolerate discrimination against employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, Protected Veteran status, age, or any other characteristic (hereinafter “**Protected Characteristics**”) protected by federal, state, or local law. All Sprout employees, other workers, and representatives are prohibited from engaging in unlawful discrimination. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment. All employment decisions are made on job-related criteria without any regard to Protected Characteristics.

Sprout complies with the Americans with Disabilities Act (“**ADA**”), as amended by the ADA Amendments Act, and all applicable state or local law. Consistent with those requirements, Sprout will reasonably accommodate qualified individuals with a disability if such accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship. Sprout will also, where appropriate, provide reasonable accommodations for an employee's religious beliefs or practices, unless doing so would create an undue hardship. Employees who believe they need an accommodation should contact the [People Service Desk](#), and applicants should contact accommodations@sproutsocial.com.

Sprout complies with the Pregnant Workers Fairness Act (“**PWFA**”) and applicable state or local law. Sprout will provide reasonable accommodations to qualified job applicants and employees to accommodate the individual's known limitations related to pregnancy, childbirth, or related medical conditions, unless doing so would create an undue hardship. Employees who believe they need a pregnancy-related accommodation should contact the [People Service Desk](#), and applicants should contact accommodations@sproutsocial.com.

All employees of Sprout are responsible for complying with this equal employment opportunity (“**EEO**”) statement. **As a condition of employment, every employee must**

treat all other employees fairly with respect. You should report actual or perceived violations of this EEO Statement to your manager or your People Business Partner.

Sprout is committed to enforcing this policy against all forms of discrimination. However, the effectiveness of our efforts depends largely on employees telling us about inappropriate workplace conduct. If employees feel that they or someone else may have been subjected to conduct that violates this policy, they should report it immediately to a manager or People Business Partner. If employees do not report discriminatory conduct, Sprout may not become aware of a possible violation of this policy and may be unable to take appropriate corrective action.

No one will be subject to, and Sprout prohibits, any form of discipline, reprisal, intimidation, or retaliation for good faith reports or complaints of incidents of discrimination of any kind, pursuing any discrimination claim, cooperating in related investigations, or exercising any other right protected by law.

Affirmative Action Programs (“AAP”)

Sprout’s Chief Executive Officer (“**CEO**”) is fully committed to equal employment opportunity and affirmative action where the law requires. Sprout’s CEO supports the successful implementation of the Company’s Affirmative Action Programs (“**AAPs**”) for Individuals with a Disability and Protected Veterans, and Sprout’s Chief People Officer has overall responsibility for the implementation of the AAPs. Annually, the Company will review its AAPs. In addition, Sprout provides an audit and reporting system for its AAPs. In accordance with applicable law, the Company’s AAPs for individuals with Disabilities and Protected Veterans are available for inspection by submitting a [People Service Desk](#) ticket.