

# Human Rights Policy

## Respect for Human Rights

Respect for human rights is foundational to HubSpot. Our company operates globally and has offices around the world. Our customers, employees, stockholders, and vendors represent virtually every race, national origin, religion, culture, political philosophy, and language. This diversity is the foundation of our business excellence and embodies HubSpot's respect for human rights and the dignity of all people. If we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in their fair and equitable remediation. This Policy applies to HubSpot and its subsidiaries.

The principles and values reflected in this Human Rights Policy ("Policy") align with HubSpot's core values, as well as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, the United Nations (UN) Guiding Principles on Business and Human Rights, and the Ten Principles of the UN Global Compact, to which HubSpot is a signatory.

## Diversity and Inclusion

At HubSpot, we're committed to building a company where diversity, inclusion and belonging are not just welcomed but integral to our culture and success. We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We strive to maintain work environments that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at HubSpot is qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the work environment and in any work-related situations outside the work environment.

## Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their

freely chosen representatives. HubSpot is committed to bargaining in good faith with such representatives.

### **Safe and Healthy Workplace**

The safety and health of our employees are paramount. We aim to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

### **Workplace Security**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

### **Forced Labor and Human Trafficking**

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking in compliance with global requirements, including, but not limited to, the UK's Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018.

### **Child Labor**

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

### **Work Hours, Wages, and Benefits**

We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime, equal remuneration, and benefits laws.

### **Suppliers**

We are committed to good governance and achieving the highest ethical standards for all our employees, and we expect the same from our Suppliers. Any Supplier, its affiliate, subsidiary, or employee that provides goods or services to HubSpot is required to comply with the principles in our [Global Supplier Code of Conduct](#) which outlines our expectations of suppliers in terms of human rights.

## Training

All new hires are required to complete training on diversity and inclusion, anti-discrimination, anti-harassment, and our [Code of Business Conduct and Ethics](#), which outlines how we promote a culture of awareness and respect.

## Raising Concerns

Please raise any questions or concerns with your manager, People Operations, or the Legal Team. Employees can also report suspected policy violations through HubSpot's Whistleblower Hotline, online at this [link](#) or by phone at 1 (800) 493-1348 in the US (international phone numbers are linked [here](#)). Where permitted by law, reports through the HubSpot Whistleblower Hotline can be made anonymously. HubSpot will not tolerate any retribution or retaliation taken against any individual who has, in good faith, sought out advice or reported questionable behavior or a possible violation of this Human Rights Policy.

## Governance

Oversight for this Policy resides with our Nominating, Governance, and Sustainability Committee, as well as our Sustainability Steering Group. Any changes or updates to this Policy are approved by the Nominating, Governance, and Sustainability Committee, Board of Directors ("Board"), or other such subcommittee as the Board may designate.

We review this Policy periodically to ensure its continued relevance and effectiveness in addressing human rights challenges.

Last reviewed and amended: June 11, 2024