

# Human Rights Policy

## **Respect for Human Rights**

Respect for human rights is a fundamental value of 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. Where we have identified 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. The Human Rights Policy applies to HubSpot and its subsidiaries and is overseen by our Board of Directors.

## **Diversity and Inclusion**

At HubSpot, we're committed to building a company where diversity, inclusion and belonging globally isn't only welcomed, but also celebrated and integral to our culture as a company. 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 is of paramount importance. Our policy is 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.

## **Political Spending**

We respect the rights of our employees to hold diverse, and sometimes conflicting, political viewpoints, and we believe this spirit of openness and inclusion makes HubSpot a more vibrant place to work. We encourage our employees to support their political party affiliation, candidates of their choice, and voting in local, state, and federal elections. As a company, HubSpot does not financially support or endorse any political party or candidate (either directly or through a political action committee).

## **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.

## **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 and benefits laws.

## **Questions or Concerns?**

Please raise any questions or concerns with local management, People Operations, the Legal Team, or Security. Employees can also report suspected policy violations through HubSpot's anonymous Whistleblower Hotline at 1-866-921-6714 or online at [integritycounts.ca](https://integritycounts.ca).