

# HubSpot Human Rights Policy

## Respect for Human Rights

Respect for human rights is foundational to HubSpot. As a global company, our operations span across regions and cultures. Our customers, employees, stakeholders, and vendors come from a wide range of backgrounds. .

We recognize this as a strength and are committed to upholding human dignity in all that we do. If we become aware of human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in their 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.

## Belonging

At HubSpot we are committed to cultivating a workplace where every individual feels a deep sense of connection and respect. We aim to foster a culture where people feel safe to express themselves, contribute authentically, and thrive. Our culture recognizes and celebrates the unique identities and perspectives of our global workforce while focusing on building community, trust, and accountability. For more information on HubSpot’s commitment to belonging, visit our [Belonging webpage](#). HubSpot is committed to equal opportunity and any form of harassment, discrimination, or bullying will not be tolerated by HubSpot. All HubSpotters have the right to be treated with respect and dignity. HubSpot prohibits unlawful harassment, discrimination, and bullying in any form on the basis of race, color, religion, national origin, sex, gender, gender identity, gender expression, age, disability, active military or veteran status, or any other legally-protected category. Regardless of the specific protected classes in a particular jurisdiction, all employment related decisions at HubSpot are based solely upon individual merit and qualifications related to the role.

## 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 outlined in our [Global Health and Safety Policy](#). By embedding health and safety into our daily routines and decision-making processes, we promote a safe and supportive environment for creativity, innovation, and productivity.

### **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, and we endeavor to comply with related applicable reporting 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 belonging, 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: September 10, 2025