

# HubSpot Global Health and Safety Policy

## Introduction

At HubSpot, Inc. (“HubSpot”), we are committed to the health and safety of our employees. This Health and Safety Policy applies to all HubSpot employees globally as well as contractors who visit HubSpot locations. Its purpose is to ensure the safety, health, and well-being of every employee within our facilities.

## Governance

The governance of health and safety at HubSpot is overseen by our Facilities Team who are responsible for the development, implementation, and periodic review of this health and safety policy, as well as ensuring compliance with all relevant local and international regulations related to employee health and safety.

## Health and Safety and our Culture

HubSpot is committed to fostering a workplace culture that prioritizes health and safety. 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.

## Health and Safety in the Tech Industry

As a tech company, HubSpot’s recognizes that our health and safety considerations differ from those of other industries. Our health and safety program focuses on ergonomic workplace design and mental health and well-being. This is because our employees often engage in computer work, requiring attention to ergonomic practices to prevent issues. We offer a wealth of resources to support employees’ physical and mental health and foster a healthy work environment.

## Training

All new hires are required to complete ergonomics training as part of their onboarding and are provided a copy of this policy which outlines how we promote a culture of health and safety. Additional resources are available to all employees who need further support in obtaining ergonomic accommodations.

## Crisis Management and Emergency Response

HubSpot has comprehensive fire and emergency response plans for each of our offices which ensure appropriate response to emergency situations. These plans are available to all employees, customers, contractors, and visitors at our facilities. We periodically test these plans to make sure we remain prepared and can ensure the safety of our employees if an emergency situation arises.

### Tracking Our Progress

To ensure the effectiveness of our health and safety program, HubSpot tracks key performance metrics annually. Where required by local regulation we conduct regular audits of our health and safety program. Additionally, we offer feedback mechanisms for employees to report health and safety concerns and suggest improvements. Employees can also report concerns 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.

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