

Social Policy - Hubexo

Owner: Chief People officer

Approved by: The board of directors

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Distribution: All employees



The Old Post Office,
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The Hubexo mission is to connect buyers and sellers across the construction value-chain with business intelligence and sales leads, empowering customers to make better and faster decisions through proprietary data and unique market analytics and insights.

The approach we take to achieve this mission will have an impact upon individuals and communities throughout our operations. Hubexo realizes this and understands the significance our social policy has upon all who interact with us. Any reference to Hubexo or the Company in this policy includes all Hubexo subsidiary companies.

1 Social Vision

Our aim is to provide a safe place to work alongside a balanced work life and a high performing, enjoyable, and inclusive culture. Hubexo does not tolerate inequality and believes in equal opportunities for all. A healthy business and surrounding communities are integral to our principals which go beyond legislation and guidelines.

2 Policy Objectives

As the leading provider of construction products and project information, our business is made up of many subsidiaries and operates in many regions. We employ many people around the world and our operations impact the lives of our employees, their families, our surrounding communities, our customers, and our suppliers. The Hubexo Social Policy outlines our core principals and demonstrates our commitment to improving the lives and communities of our stakeholders.

3 Commitment to Employees

- Our aim is to provide a safe place to work alongside a balanced work life and a high performing, enjoyable, and inclusive culture. We will not tolerate discrimination or victimisation against any personal status or situation directly or indirectly.
- We provide fair, equal, and inclusive opportunities for all current and future employees.

4 Commitment to Customers and Supply Chain

- We will provide platforms offering equal project opportunities for companies of any size.
- We will provide solutions and services that make our customers day to day business more efficient. We will practice fair and responsible assessment of potential suppliers.
- We will offer reasonable and fair terms of business for our existing and potential suppliers.

5 Commitment to Local Communities

- We will improve our local communities through 'giving back' and volunteer schemes.
- We aim to provide opportunities for local children, particularly those where social deprivation is a factor, to have a healthier lifestyle and realise and aspire to their potential career opportunities.
- We improve local habitats through our environmental outlook and pragmatic vision.

6 Continuous Improvement

The Hubexo social policy provides assurance to our employees, customers, supply chain and local communities that we conduct business in the most responsible manner. We will continue to develop to provide the best place to work for our colleagues and to be the best organisation to do business with whilst also improving the opportunities for our wider surrounding communities.

For information on when this policy is subject to review and approval, as well as the appointed Owner and Approver, please see the Policy for Policies. The Policy for Policies also includes explanations to the definitions used in this policy.