

Hubly - Sustainability



At Hubly, we are committed to building tools that make choosing to connect to online communities safely easier than ever. And while we are at the beginning of what will be a long and constantly changing journey, we are excited about giving people the ability to choose options that have a smaller environmental impact.

Still, Hubly is new and the growth of our business to support the creation of these new tools presents challenges. The expansion of hardware, construction and operation of new data centres and other capital goods means that we must continue to drive toward more sustainable construction and operational business practices.

We are now beginning to investigate how we can support our business growth while integrating with low-carbon technology, renewable energy, hardware circularity, reduced water usage and other climate conscious initiatives included in this statement. Despite all the progress we are making and our plans for the future, the

“If you could help prevent online abuse. Would you do it?”



path to a sustainable global Hub community will not always be easy. For example, at first, we expect to see an increase in our emissions. But, ultimately, the work we are doing during these foundational years will drive the innovation and collaboration across our business that enables us to grow sustainably.

How are the sustainability and human rights agendas connected at Hubly?

The shared values and aspirations of the human rights and environmental movements are increasingly apparent. The primary victims of environmental harm are often marginalised communities where people cannot claim their rights to live in a healthy environment.

Linking our sustainability and human rights agendas at Hubly is an important step forward— whether that means taking into consideration the populations most impacted by transitioning to a zero-carbon economy or investing in the well-being of workers across our supply chain. Not only is this the right thing to do but also it signals to our employees and stakeholders that we are committed to protecting the rights we all deserve.

Our people and our commitment to real impact at scale gives us confidence. With the technical and professional talent we have assembled and we are continuing to assemble, our team is poised to evolve the way Hubly and the technology industry approach sustainability. Our employees truly care about this.

Sustainability is not an add-on for us. It is a driving force in itself that motivates innovation in what we do and how we do it.

Our intention to scale also gives us confidence. We have the global reach, expertise and platforms to make a meaningful difference in markets. We are working to support lower-emissions solutions across our business, which we believe will translate to market availability for others as well. We are doing this through our own direct investments (like with our renewable energy projects) and through partnerships (like our investments in carbon removal and reduction solutions and technologies).

In fact, one of the most wonderful things about working in the sustainability field is how collaborative it is. When we look at the Open Compute Project, for example, we

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have seen the power of collaboration. I know we can do even more to set an example for better technologies and capacity-building in our supply chain.

Give people the power to build community and bring the world closer together.

Our values

We have updated our company values to reflect who Hubly is as a global community with a wide-reaching impact. These values capture how we must work to bring our vision to life.

Fighting climate change - We are building a culture of awareness. Making sustainability part of our culture, it will become the norm, both in and out of the office. We rethink our waste. Reduce our travel where possible. Choose environmentally conscious vendors and strive to save energy.

Covid-19 - We are committed to supporting the recovery of any employees who are suffering and have suffered Covid-19 and any long term effects it may have. .

Tackling economic inequality - From creating new businesses and new employment opportunities, to improving education and training, Hubly is committed to tackling economic inequality at root. Our overriding vision is to help lower the unequal distribution of income and opportunity between different groups in society.

Equal opportunity - We are a equal opportunities business and employer

Employee Wellbeing - We actively monitor and protect employee wellbeing

Moving quickly - helps us build and learn faster than anyone else. This means acting with urgency and not waiting until next week to do something you could do today.

At our scale, this also means continuously working to increase the velocity of our highest priority initiatives by methodically removing barriers that get in the way. It is about moving fast together—in one direction as a company, not just as individuals.

Focus on Long-Term Impact emphasises long-term thinking and encourages us to extend the timeline for the impact we have, rather than optimising for near-term wins. We should take on the challenges that will be the most impactful, even if the full results will not be seen for years.

Developing Awesome Things pushes us to ship things that are not just good but also awe-inspiring. We have already built products that are useful to people, but with every new chapter, we will focus more on inspiring people as well. This quality bar should apply to everything we do.

Live in the Future guides us to build the future of distributed work that we want, where opportunity is not limited by geography. This means operating as a distributed-first company and being the early adopters of the future products we are building to help people feel present together, no matter where they are.

Be Direct and Respect Your Colleagues is about creating a culture where we are straightforward and willing to have hard conversations with each other. At the same time, we are respectful, and when we share feedback, we recognize that many of the world's leading experts will be examining what we do. .

Hubly, Hub owners, Members and Me is about being good stewards of our company and mission. It is about the sense of responsibility we have for our collective success and to each other as teammates. It is about taking care of our company and each other. Our four-point company plan drives the way we approach business strategy and our sustainability strategy:

1. Continue making progress on the major social issues facing the internet and our company
2. Build new experiences that meaningfully improve people's lives and make being online safer and better
3. Grow the business by supporting millions of small businesses
4. Communicate more transparently what we stand for

Should you have any question about Hubly, our Sustainability Policies, Climate Change, Tackling inequality, Employee wellbeing, Covid 19 recovery etc please email us us at grh@hubly.online