

Employee Wellbeing Initiatives

Your wellbeing matters, and we are committed to supporting a healthy and happy team. Here are some of the initiatives we are taking to support you. We will review this every year and welcome your feedback on how we can improve!

Flexible Working



We know that life gets busy and it can be hard to fit everything in, we are committed to providing a flexible approach to your working day. If you need an hour out to take a breather, go for a walk, have an appointment, look after your children or pets... or anything else, then inform your line manager and make the time up elsewhere.

We will not refuse a request without good reason, we just ask that you honour existing diary commitments or meetings, and give at least a day's notice where possible.

Wellness Wednesdays



We will dedicate one Wednesday afternoon per quarter as a Wellness Wednesday. On this day you can block out your diary with a wellness based activity of your choice, consider a long walk, a yoga retreat, time to relax with a good book or attend an inspirational talk. Be sure to share your plans with us - it may inspire your colleagues!

Headspace Subscription



HEADSPACE®

Looking after our mental health has never been so important, and we encourage you to take the time to dewind, meditate, relax or simply learn healthy mindful habits. We are proud to provide all of our employees with a subscription to the Headspace app.

Deskmate standing desks



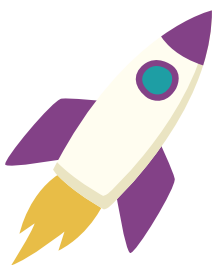
Standing desks are shown to improve blood flow and circulation delivering more oxygen to your muscles and rising your energy levels when used intermittently throughout the day. We provide all desk-based employees with a Deskmate if requested, which allows you to quickly and easily switch between your regular desk and a standing desk. When not in use, it folds flat so can be stored easily too.

Appreciation and Rewards



We want to make sure that you are rewarded for doing a good job, whether it's meeting a target, displaying a great attitude, providing excellent customer service or rising to a challenge, we encourage our managers to surprise team members with rewards. In the past, we've sent out wellness boxes, wine and chocolates, and inspirational books.

Time for training



A love of learning is something to be celebrated and we will do everything we can to support you to in professional development opportunities. If you need time to study, we will work with you to work some time into your week. We will also be encouraging you to join HubSpot's training courses, bootcamps and online certifications to make sure you are always up to speed on the latest developments in marketing, sales and customer service.