



# Huler CultureBook



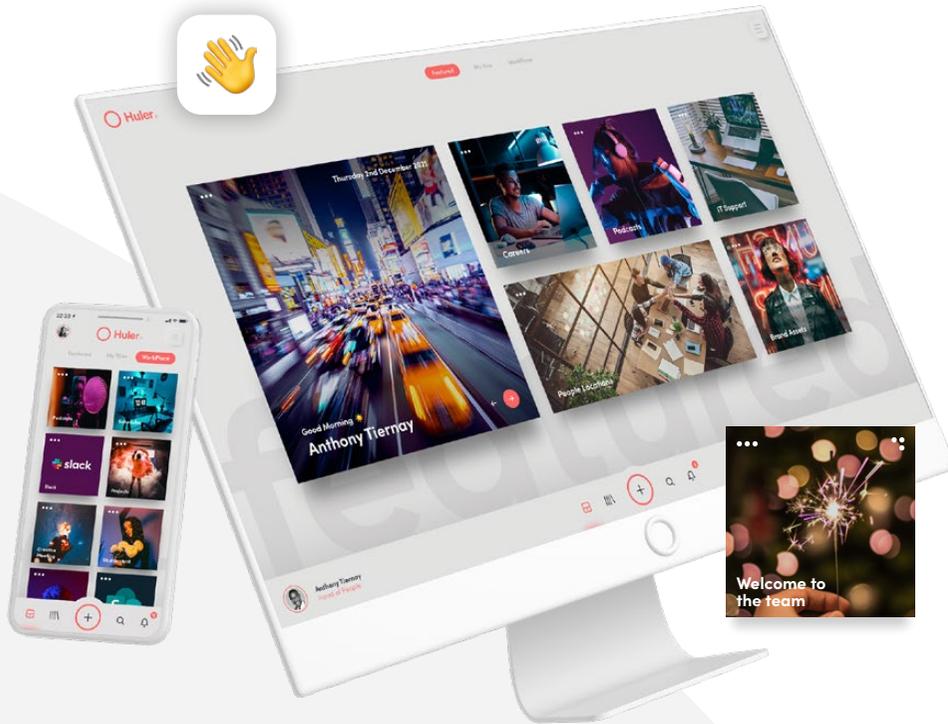
## Be more Huler.

**Huler is a forward-thinking company on a mission to change the world of work for the better through people-first work technology. We offer a variety of solutions and services ranging from HulerHub, the world's best-looking, fully personalised employee experience platform to bespoke software and digital learning content. All of which are designed to support organisations, and the people within them, grow.**

Our team is ambitious, and we're transforming the future of work across the globe day by day. As our 5-star Glassdoor rating and 100% CEO approval demonstrates, we're big believers in taking a people-first approach that empowers our employees to bring their full, authentic selves to work and prioritises personal growth.

In Huler, we are building a supportive, growth-focused community of people who collectively get the job done in style. On a daily basis, we trust in the skills and good judgement of every member of the team to do the right thing, make good choices, follow the law and respect each other.

Welcome to our CultureBook. Here we will share who we are, what we stand for, and how we look after our people. Standing still isn't in our master plan, so the content shared here might change with us as we evolve. If it does, we promise to keep you updated. In the meantime, if you have questions about anything included in our CultureBook or our policies and procedures, always reach out.



**Suzi**, Head of People





## Our core values.



### Be honest.

We speak our minds openly and freely.



### Make something that matters.

We work together to create products that make a difference to the people that use them.



### No dickheads.

The team comes first, always.



### Think big.

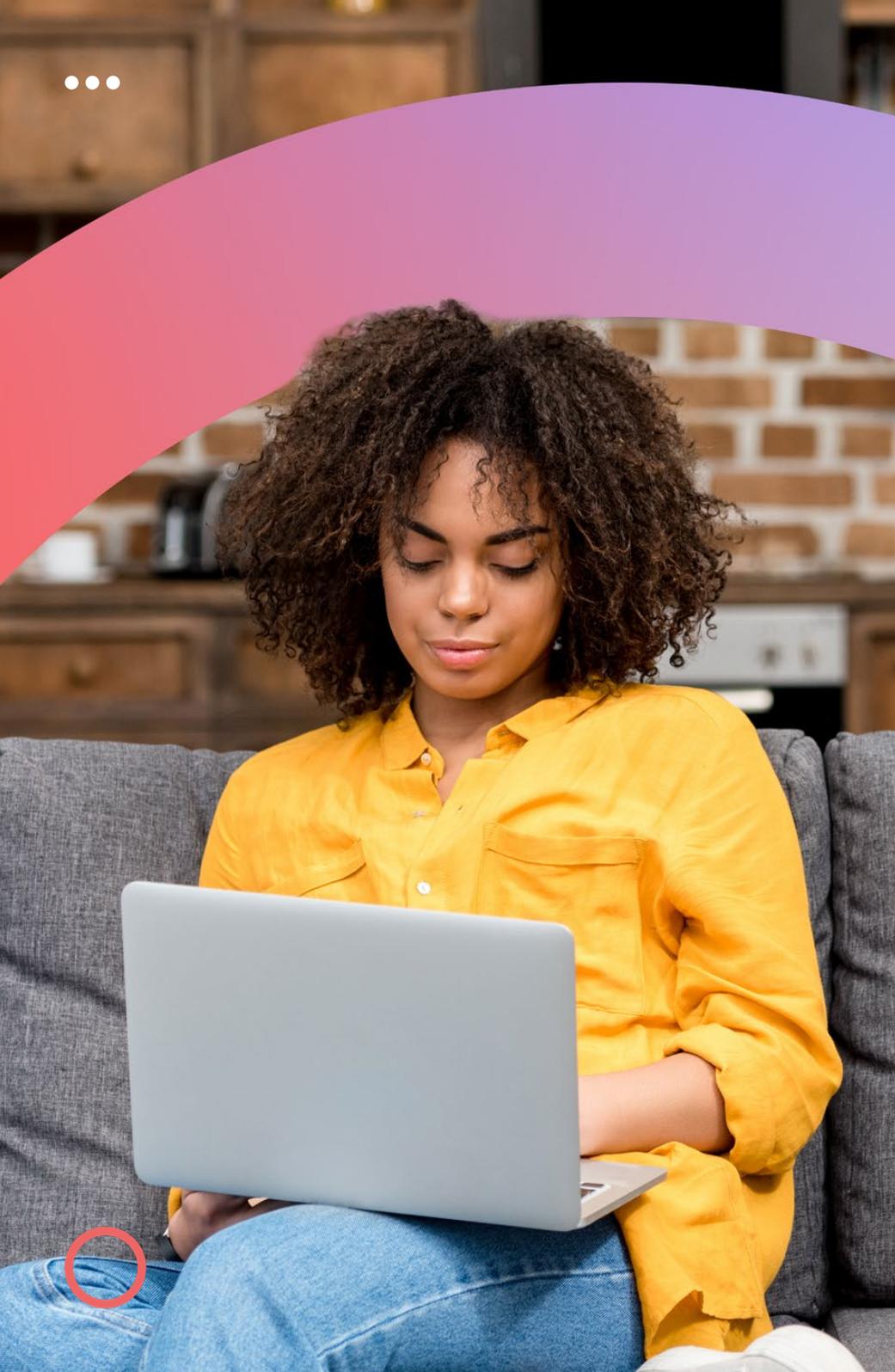
We are always learning, pushing boundaries to create and innovate.



### People first.

It starts and ends with the people we do this for & we put them at the heart of everything we do.





## Flexible working at Huler.

**We encourage our people to work how, when and where they're most productive, in line with the needs of their team and colleagues. The work we do is too dynamic to be confined to a single space, instead we encourage employees to colour outside of the lines by offering them the flexibility to work from home as well as at our collaborative, office spaces.**

While the pandemic showed us that we can work effectively from home, it also highlighted that it doesn't always work for some. While a people-first approach has always been part of our master plan, such an unprecedented time highlighted how there is no "one size fits all" approach to work. Instead, we appreciate there are certain nuances to consider that affect where, when, how and who we work with.

Regardless, we promise that everyone will always be treated equally, no matter where they work from. When we plan onsite meetings and social events, we'll always consider and cater for those team members who work from home. Because, above all else, we'll always be a tight knit bunch. It's what makes us a force to be reckoned with.



**Nicky, CEO**

Our flexible working policy can be found in our HulerHub.

**huler.io**



## We are a company that cares.

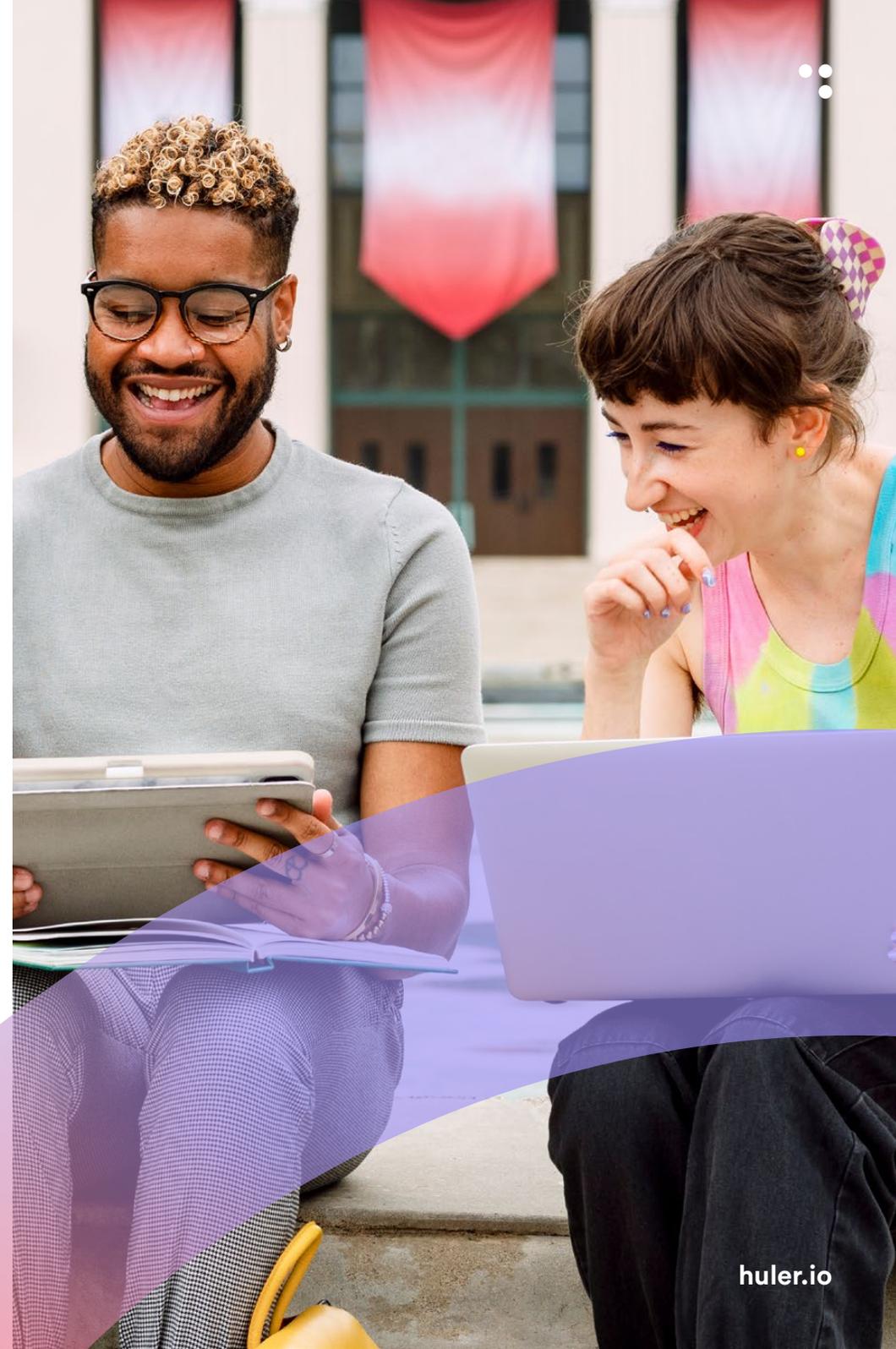
We are committed to the welfare, health and safety of our people and partners to deliver socially responsible software and services to our customers. We will always conduct our business with integrity and respect to human rights. We will continue to forge ahead in our mission to build an inclusive, welcoming culture that encourages and actively supports diversity.

## We create a culture where difference is celebrated.

Our race, gender, religion, background, sexuality and beliefs are what make us unique. We will always support you to be your authentic self. In return, we expect you to always treat others with the same respect, care and compassion.

While we have come a long way, there is more work to be done. Every person within Huler is responsible for creating a work environment that makes us all proud. We do the right thing, even when it's not easy. We speak up, especially when it's hard. We recognise that in order to make something that matters, we need to empower each other to be our best, authentic selves every single day.

Be you, always.





## We do the right thing by our people.

Everyone who works at Huler Group is expected to adopt the following ethical approaches in their actions, communications and activity:

### Inside our business...

- We act with integrity, transparency and professionalism at all times
- We uphold our responsibility to treat each other humanely and ethically
- We empower our people and treat each other with fairness, mutual respect and honesty
- We celebrate each person's diversity, promoting equality and inclusivity, ensuring we are open to different perspectives and attitudes
- We are responsible and accountable for our decisions and actions as individuals and as a business





## We do the right thing by our customer.

### Outside our business...

- We push and advance our technology to be inclusive to all with a core focus on DEI and advancing the future of work
- We act responsibly and, where in our power, we contribute to the achievement of environmental sustainability
- We acknowledge our responsibility to contribute to the communities in which we operate
- We collaborate with partners and competitors to improve the industry

Whilst this statement has primarily been written for our employees and Board Members, it should also be upheld by contractors, suppliers, consultants and others who may be temporarily assigned to work on our behalf.

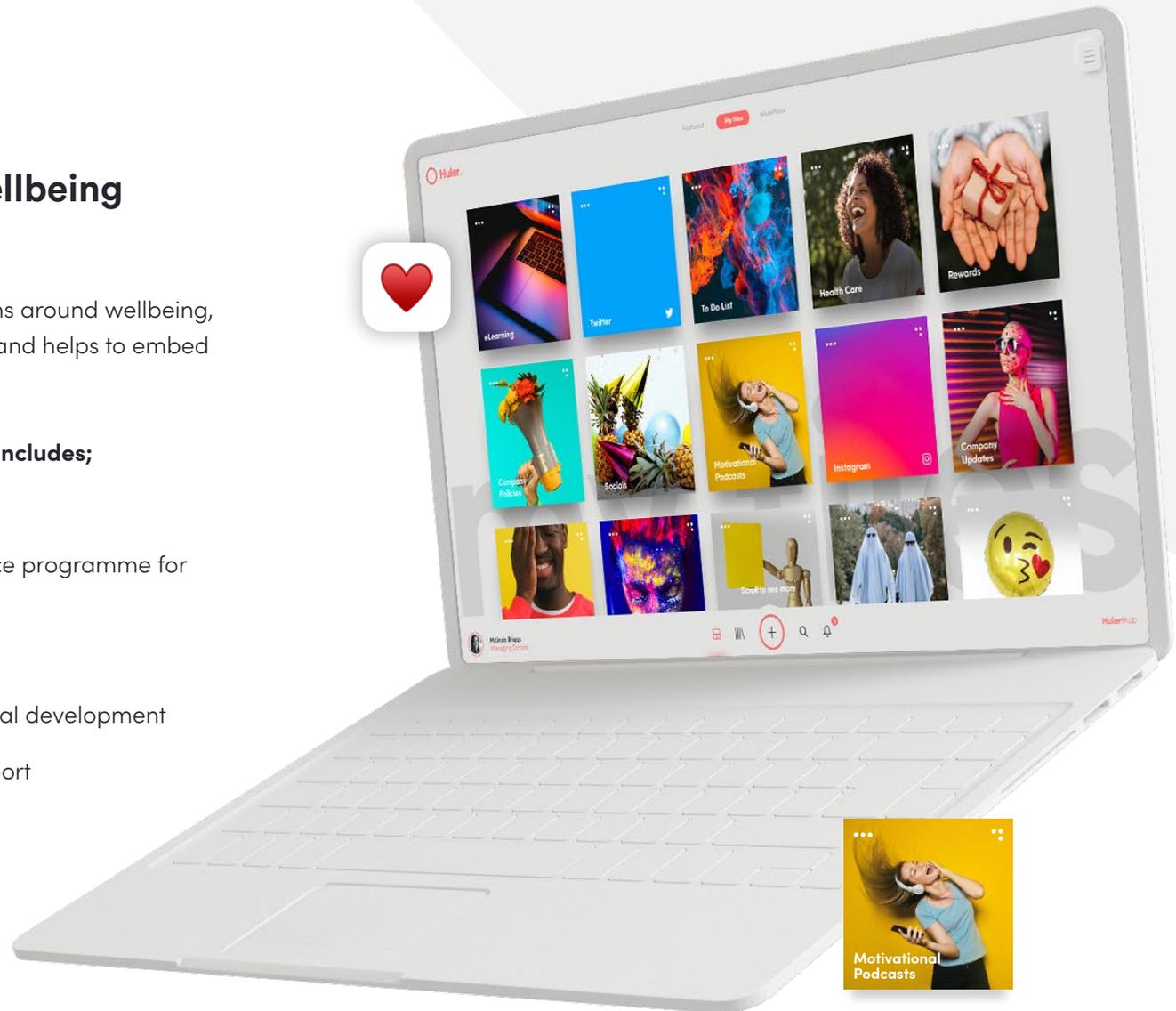


## We care about your health, wellbeing and life outside of work.

Our working environment normalises conversations around wellbeing, challenges stigma associated with mental health and helps to embed positive changes in the workplace.

### Our commitment to a healthy work environment includes;

- Promoting a healthy work/life balance
- Healthcare Cash Plan and employee assistance programme for you, and your family
- Trained and supportive wellbeing champions
- Commitment to ongoing learning & professional development
- Regular manager training, coaching and support
- Shared wellbeing resources within HulerHub





## We make good choices.

We want our employees to be great independent decision makers, who aren't afraid to ask for help when they need it. That's why we have created policies and procedures that cover the most critical topics to ensure compliance with laws and regulations, and give guidance for decision making.

You can search 'policy' or 'procedure' in your HulerHub platform, or request specific documents directly from our people team.

We're serious about compliance, and doing the right thing for our customers, clients and each other. In order to do this, we need everyone on board and pulling in the right direction. If, at any time, you feel that one of the team, or the group as a whole, is falling short of the shared values and commitments in this document, message Suzi. Similarly, if you have any questions on the CultureBook and its contents, please reach out.



**Suzi**, Head of People  
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## Get in touch

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### Be Social



@hulersocial

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