

A man with short brown hair, a beard, and glasses is smiling while looking at a laptop. He is wearing white earbuds and a dark blue patterned shirt. The background is a blurred office environment with warm lighting. There are decorative curved shapes in red and purple on the left and right sides of the image.

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 most-engaging, fully personalised employee experience platform to bespoke software and digital learning content, all designed to support the growth of organisations the world over and the people within them.

Our team is ambitious, and we're transforming the future of work across the globe day by day. Creating a great employee experience isn't just what we preach in the Huler experience, it's embedded in our DNA. As our Glassdoor reviews, and employee led people accreditations demonstrate, 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.

At 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, Staff Director





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.



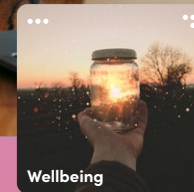
Think big.

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.





Flexibility 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 location and schedule flexibility. With team members and clients working from various locations and across different timezones. We acknowledge and encourage flexibility inside of working patterns, respecting that what works for one, may not work for all.

The "future of work" is now, 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. We recognise the benefits of working from home, and we value our time together. At times, collaboration and co-ordination are our key drivers – in which case these touch points may need to be face to face. When focus is crucial, perhaps this is easier done from home. We work together to achieve our business goals, and communicate our progress regularly. This allows us to be more output driven, driving our mission to ensure our people have the autonomy to create their own schedules and find a work-life balance that works for them.

Wherever and however, you choose to work, we promise that everyone will always be treated equally. We'll continue to prioritise time together throughout the year, as our work takes us around the globe. 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 create a culture where difference is celebrated.

We will continue to forge ahead in our mission to build an inclusive, welcoming culture that encourages and actively supports diversity. While we have come a long way, there is more work to be done.

- **Diversity is fact.**
- **Equity is choice.**
- **Inclusion is an action.**
- **Belonging is an outcome.**

Our race, gender, religion, background, sexuality and beliefs are what make us unique. We expect you to always treat others with respect, care and compassion. 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.





Personal Growth.

We recognise that personal growth goes beyond how you, and your role, evolve inside of work.

We support our people to grow in whatever area of life they choose... learning new skills, pursuing new experiences, developing new relationships, overcoming hardship or challenges or embarking on new life journeys like becoming a parent, we make it our business to care. Whether it's sending a gift, offering more flexibility or creating a personalised collection in HulerHub, we take the time to acknowledge and appreciate moments that matter.

Inside of work, we share and revisit our business goals at multiple touchpoints, and track our progress towards these objectives in dashboards visible to all our people. This allows us to be more outcome driven, moving away from input or performance being measured by time sat at a desk. We all have a part to play in achieving the goals we have set, we work together, we reflect as a group and we share our successes as one team.





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

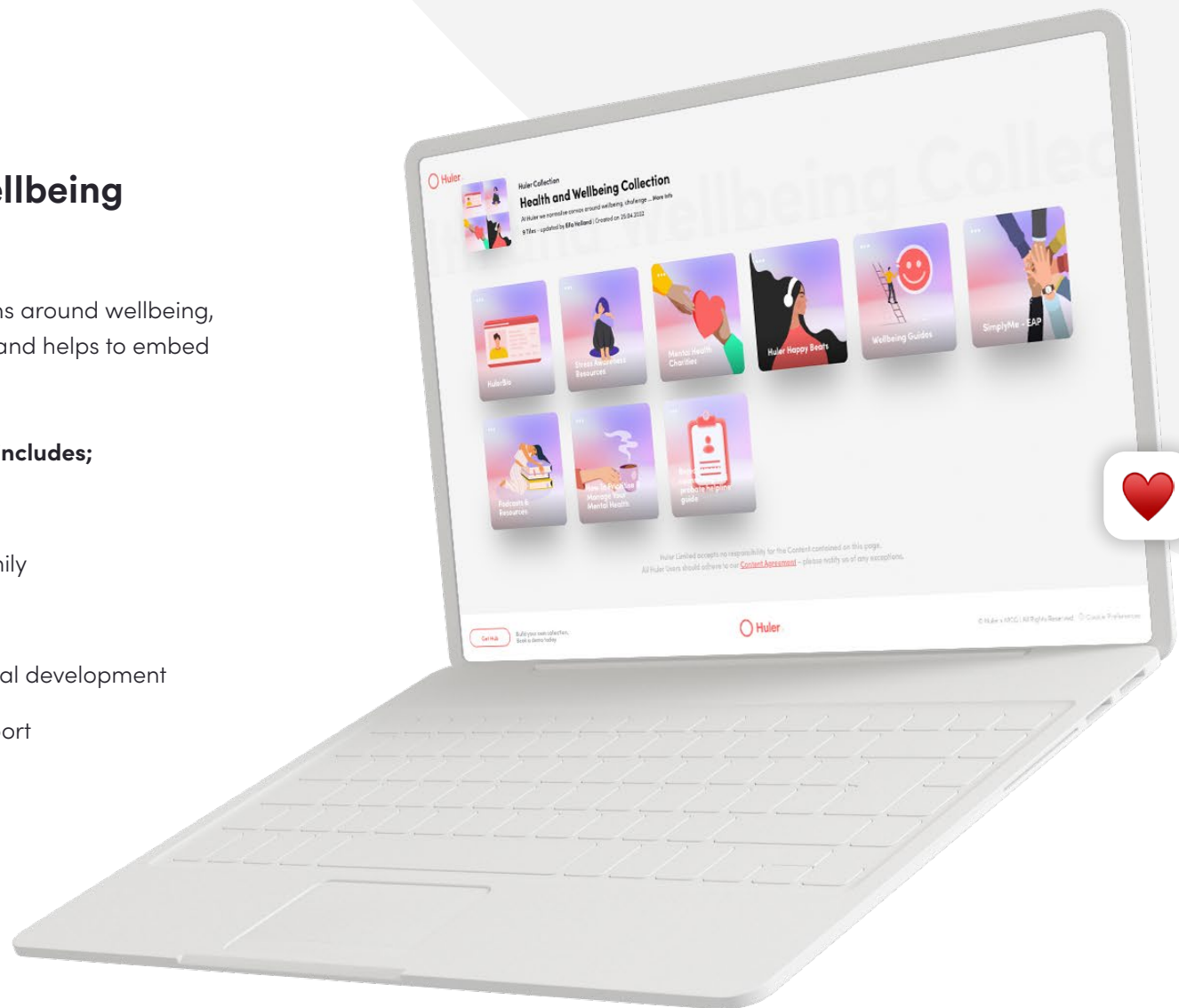
Whilst this statement has primarily been written for our employees and Board Members, it should also be upheld by contractors, suppliers, consultants and others who may be temporarily assigned to work on our behalf.

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 contributions 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 people to be great independent decision makers, who are not afraid to ask for help when they need it.

That's why we comply with relevant legislation and regulation. Our policies and procedures cover the most critical topics, 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.



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Be Social



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