

Water Stewardship at HubSpot

At HubSpot, we recognize water as a vital, shared resource, and we're committed to using it responsibly across our global operations. From the buildings we choose to how we manage daily consumption, water conservation is a core part of our sustainability strategy.

We prioritize office spaces that meet rigorous environmental standards to help minimize our footprint from the ground up. Many of our global offices hold environmental certifications, including LEED Gold, ENERGY STAR, and a 5.5 Star NABERS Rating.

Our **Cambridge, Massachusetts** headquarters, certified under **ENERGY STAR**, features **low-flow appliances, HVAC systems optimized for water and energy efficiency, and routine performance monitoring** to help identify and reduce waste.

At **HubSpot House in Dublin**, a **LEED Platinum** certified building, water-saving measures include **low-flow plumbing fixtures, rainwater harvesting, and efficient cooling systems**.

In **Sydney**, our office holds a **5.5 Star NABERS Water Rating** and includes **smart submetering, high-efficiency fixtures, low-water-use landscaping, and leak detection systems**—all designed to significantly reduce water consumption.

Across all our offices, we conduct **water use assessments** to identify opportunities for efficiency improvements, and we're exploring the **application of water recycling systems** where feasible. We also provide **awareness training to employees** as part of our water efficiency management programs, helping embed conservation practices into our everyday operations.

Beyond certifications, we're taking action to reduce water use and protect local ecosystems. This includes partnering with landlords to install low-flow fixtures, optimize water-efficient landscaping, and track water use across our sites to drive ongoing reduction.

Sustainable water use isn't just good for business—it's essential to building a healthier, more resilient future for our communities and our planet.
