Hub Group

50 YEARS

SERVICE
INTEGRITY
INNOVATION

Sustainability Report

MARCH 2022

DISCLOSURE

CERTAIN FORWARD-LOOKING STATEMENTS:
Statements in this presentation that are not historical may express or imply projections of revenues or expenditures, statements of plans and objectives or future operations or statements of future economic performance. Forward-looking statements are inherently uncertain and subject to risks, uncertainties and other factors that might cause the actual performance of Hub Group, Inc. to differ materially from those expressed or implied by this discussion and, therefore, should be viewed with caution. All forward-looking statements and information are provided pursuant to the safe harbor established under the Private Securities Litigation Reform Act of 1995 and should be evaluated in the context of these factors. Forward-looking statements generally may be identified by the use of forward-looking terminology such as "trends", "assumptions", "target", "guidance", "outlook", "opportunity", "future", "plans", "goals", "objectives", "expects", "expected", "anticipates", "may", "will", "would", "could", "intend", "believe", "potential", "projected", "estimate" (or the negative or derivative of each of these terms), or similar words, and include our statements regarding our planned investments and our profit improvement initiatives. These forward-looking statements are based on management's experience and perception of trends, current conditions, and anticipated future developments, as well as other factors believed to be appropriate. We believe these statements and the assumptions and estimates contained in this presentation are reasonable based on information that is currently available to us. Factors that could cause actual results to differ materially include general or regional economic conditions and health concerns; the effect of the ongoing COVID-19 pandemic, including any spikes, outbreaks or variants of the virus, as well as any future government actions taken in response to the pandemic, on our business operations, as well as its impact on general economic and financial market conditions and on our customers, counterparties, employees, and third-party service providers; our ability to sustain or the effects of plans intended to improve operation execution and performance; changes in or implementation of additional governmental or regulatory rules and interpretations affecting tax, wage and hour matters, health and safety, labor and employment, insurance or other undeterminable areas; intermodal costs and prices, the integration of acquisitions and expenses relating thereto; the future performance of Hub's business lines; driver shortages; the amount and timing of strategic investments or divestitures by Hub, the failure to implement and integrate critical information technology systems; cyber security incidents, retail and other customers encountering adverse economic conditions and other factors described from time to time in Hub Group's SEC reports, press releases and other communications. Hub Group assumes no obligation to update any such forward-looking statements.

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SUSTAINABILITY REPORT

ESG Highlights

Over 3.1 billion pounds of CO_2 avoided annually through the use of intermodal

Cause Container charity program

Over 50% of workforce is racially diverse

LEED Gold® certified headquarters

Significant investments in safer, more fuel-efficient new tractors

Increasing diversity among Board of Directors

LETTER FROM OUR CEO

As Hub Group celebrates our 50th anniversary and looks toward the future, we are proud to present our inaugural Sustainability Report. This report highlights the important steps Hub Group is taking to address Environmental, Social and Governance (ESG) topics that are relevant to our customers, shareholders, vendors, communities and employees. We recognize the importance of the supply chain to our economy – we also recognize its impact on the environment and our responsibility as a steward of the environment.

In fact, Hub Group has long taken a sustainability-minded approach to transportation and logistics. From being an early pioneer of environmentally-friendly intermodal transportation solutions, to our recent electric vehicle pilot, we continue to support a more efficient and sustainable supply chain. Over the last three years, we've saved over 9.5 billion pounds of carbon dioxide emissions through our efforts that include intermodal conversion, less-than-truckload consolidation, cross-dock management, and network optimization. We've also been investing to reduce the age of our trucking fleet, adding newer, more energy-efficient equipment with the latest safety technology. Additionally, we provide carbon dioxide reporting and impact summaries, allowing customers to track their progress against their own sustainability goals.

Hub Group's sustainability focus extends throughout our company. In 2021 we completed an electric vehicle pilot in our drayage and dedicated operations. We are very encouraged with the results and in 2022 will be making investments in the infrastructure needed to operate a fleet once EVs become commercially available. Our corporate headquarters is certified as LEED Gold® by the U.S. Green Building Council®. Our buildings feature rainwater harvesting, sun-sensitive window fixtures, and have electric vehicle charging stations, all sitting on a 28-acre campus with walking trails and natural, prairie habitat.

We recognize the importance of diversity in our business. Non-white employees comprise over half of our workforce, as compared to less than 30% in our industry. We also recognize the value of diversity of viewpoints and opinions in our corporate governance, and have reflected these values in our executive leadership team and Board of Directors.

We are pleased to present this Sustainability Report, which highlights the important actions we have been taking for many years. And we look forward to continuing on as a leader in sustainability for many years to come.

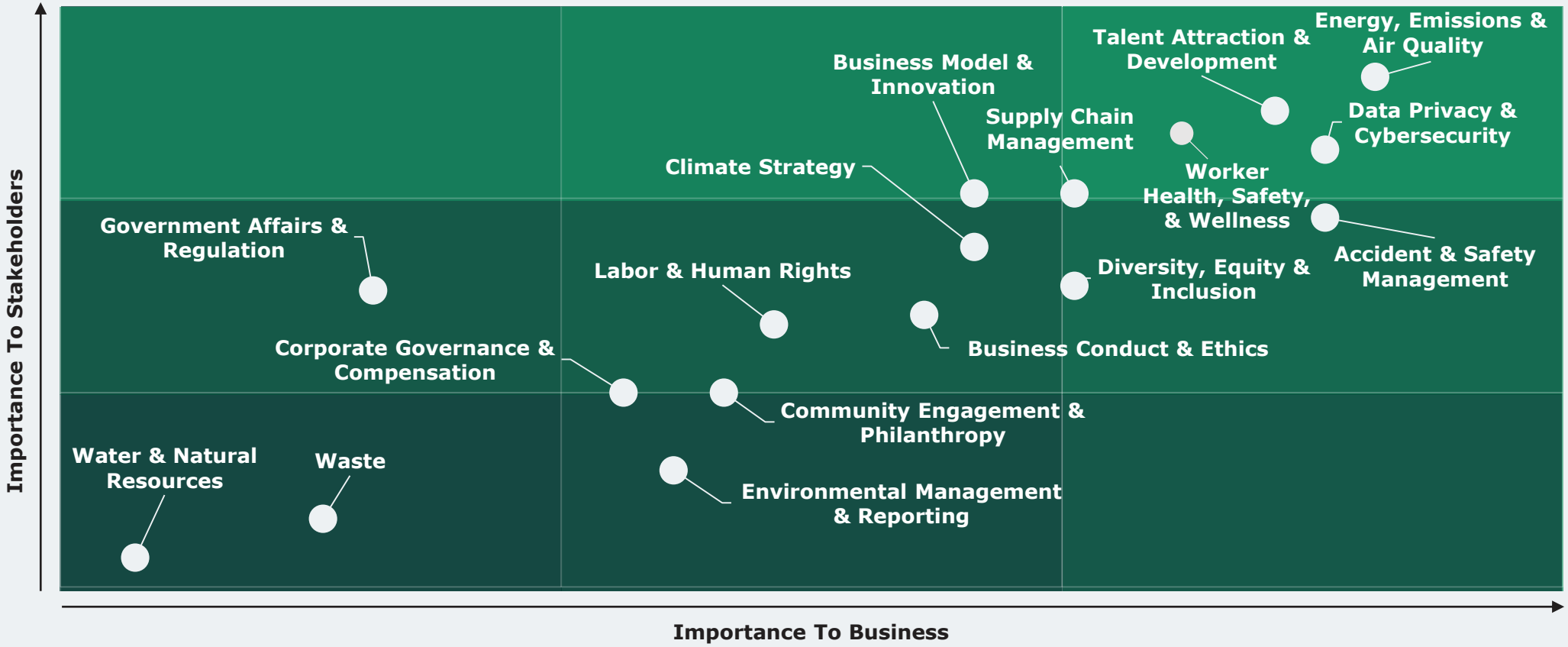
Best Regards,

David Yeager
Chairman and Chief Executive Officer

Hub Group ESG Materiality Matrix

Our materiality matrix sets the foundation for Hub's ESG Strategy. The topics below were identified as important to our business through a rigorous analytical process and are the most pressing ESG risks and opportunities. These topics were prioritized through engagement with our internal and external stakeholders and are categorized by relative importance in the below matrix. While all topics are material, the matrix provides focus to strategize around the risks and opportunities that are most pressing (i.e., those topics located in the top right-hand corner).

As we continue to evolve our ESG positioning, this matrix will be updated and enable us to recognize new trends and differentiators, identify priority topic areas for future focus, guide communications, engage stakeholders, and inform our reporting, ranking and rating of material issues, which will form the foundation of our external disclosures.



Awards & Disclosures

Industry recognition for our environmental efforts

SmartWay Excellence Award Recipient 2021

2021 Green Supply Chain Award – Supply & Demand Chain Executive 14th Annual

An Inbound Logistics Green Supply Chain Partner 2021

Food Logistics 2021 Top Green Providers

CN EcoConnexions

Voluntary disclosures to third-party benchmarking agencies

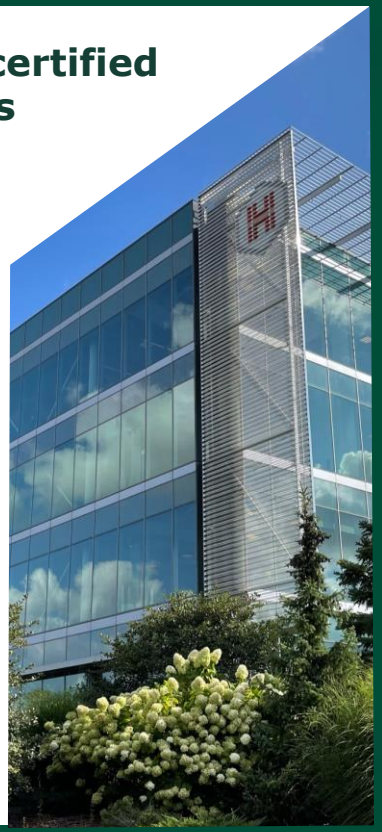
SmartWay Transport Partner – Getting There With Cleaner Air

CDP – Disclosure Insight Action

ecovadis

LEED Gold® certified headquarters buildings

U.S. Green Building Council – LEED Gold – USGBC



Hub Group is a Leader in Sustainability Initiatives

- Over 3.1 billion pounds of CO_2 avoided in 2021 through use of Intermodal
  - 69% more efficient than over-the-road trucking transportation
- Full suite of multimodal solutions with lower CO_2 emissions than some alternative approaches:
  - Intermodal conversion from truckload
  - LTL consolidation: maximize trailer cubage, allowing for more freight per mile transported
  - Cross dock management and network optimization to eliminate unnecessary mileage
- Hub Group Fleet equipment
  - Tractors: average fleet age of 2.9 years, down from 3.7 at the end of 2020
    - Plan to invest nearly $100 million in 2022 for new tractors, the majority of which are replacements for inefficient, older tractors (~10% improvement in MPG)
    - Onboard sensors to track driver acceleration behaviors – benefiting safety and fuel consumption
    - Feature the latest in safety technology
  - GPS-equipped containers allow drivers to precisely locate containers without driving wasted miles
  - Completed Electric Truck pilot in 2021; preparing charging infrastructure for anticipated vehicle deliveries in 2023

SUSTAINABILITY REPORT

SASB Index

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Introduction

Hub Group, Inc. (the "Company", "Hub", "we", "us" or "our") is a leading supply chain solutions provider that offers comprehensive transportation and logistics management services focused on reliability, visibility and value for our customers. Our mission is to continuously elevate each customer's business to drive long term success. Our vision is to build the industry's premier supply chain solutions. Our service offerings include comprehensive intermodal, truck brokerage, dedicated trucking, managed transportation, freight consolidation, warehousing, last mile delivery, international transportation and other logistics services.

We are one of the largest freight transportation providers in North America, with the ability to arrange for the movement of freight in and out of every major city in the United States, Canada and Mexico. We utilize an asset-light strategy that employs a combination of our company-operated equipment as well as assets operated by third parties to transport and store our customers' goods, which allows us to optimize our investment in equipment and facilities and reduce the level of capital we employ in our business. Hub services a large and diversified customer base in a broad range of industries, including retail, consumer products and durable goods. We believe our strategy to offer multimodal supply chain management solutions serves to strengthen and deepen our relationships with our customers and allows us to provide a more cost effective and higher service solution.

Contained herein is our SASB Sustainability Accounting Standards disclosure for the fiscal year ended December 31, 2020. Our disclosure is aligned with the SASB industry standards for the Road Transportation (RO) and Air Freight & Logistics (AF) industries, both of which are relevant to our business.

SASB Index

CATEGORY	CODE	METRIC DESCRIPTION	HUB GROUP DISCLOSURE
Greenhouse Gas Emissions	TR-AF-110a.1 TR-RO-110a.1	Gross global Scope 1 emissions	**2020:** 557,460.94 metric tons CO_2e For our full Scope 1 and Scope 2 emissions inventory, please see the Supplemental ESG Disclosures section of this report.
	TR-AF-110a.2 TR-RO-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	In 2021, we conducted our first carbon footprint analysis of our Scope 1, 2, and partial scope 3 emissions. In 2022 we are working on several initiatives to further reduce our emissions. We have ordered nearly $100mm of newer, more efficient trucks to replace older models and are preparing the infrastructure needed for a fleet of electric vehicles. In addition, we are seeking to relocate our terminal locations closer to rail ramps to reduce empty miles. Our logistics offering includes shipment consolidation services which seeks to maximize the amount of freight carried per mile which reduces fuel consumption. Our GPS-enabled container fleet allows for our truck drivers and third party carriers to efficiently locate our containers without driving wasted miles. We are an Environmental Protection Agency (EPA) SmartWay® Transport Partner, having been awarded the EPA's SmartWay® Excellence Award nine times since 2008. Our headquarters building in Oak Brook, IL is a LEED Gold® certified building. Please see our Sustainability Policy.
	TR-AF-110a.3 TR-RO-110a.3	Total fuel consumed by (1) road transport, percentage (a) natural gas and (b) renewable, and (2) air transport, percentage (a) alternative and (b) sustainable	**2020:** (1) 6,615,144.678 GJ Our fleet does not use natural gas or renewables, except where part of the standard fuel mix. We do not have air transport in our operations.
	TR-AF-430a.2	Total greenhouse gas (GHG) footprint across transport modes	In 2020, Hub Group's total (Scope 1 & Scope 3) emissions from transportation were 1,152,888 metric tons CO_2e (approximately 47% of which were from Hub owned and controlled transport modes, and the remainder from purchased transportation). Our total (Scope 1 & Scope 3) GHG intensity across all transport modes was 0.0001124 metric tons CO_2e per metric ton-km.

SASB Index

CATEGORY	CODE	METRIC DESCRIPTION	HUB GROUP DISCLOSURE
Air Quality	TR-AF-120a.1 TR-RO-120a.1	Air emissions of the following pollutants: (1) NO_x (excluding N_2O), (2) SO_x, and (3) particulate matter (PM_{10})	**2020:** (1) NO_x (excluding N_2O) = 1,107 metric tons (2) SO_x = Not measured. Hub operates in the U.S, where only low-sulphur and ultra-low sulphur fuels are available, and therefore our SO_x emissions are minimal and as such we do not currently track this metric. However, we are continuing to evaluate industry-accepted standards to improve future disclosures. (3) PM_{10} = 229 metric tons
Driver Working Conditions	TR-AF-310a.1	Percentage of drivers classified as independent contractors	**2020:** 24.5%
	TR-AF-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	**2020:** Hub discloses material legal proceedings in our 10-K
	TR-AF-320a.1 TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	<table><tr><th></th><th>Direct Employees</th><th>Independent Contractors</th></tr><tr><td>TRIR</td><td>4.24</td><td>This information is not tracked at this time</td></tr><tr><td>Fatality Rate</td><td>.000005</td><td>This information is not tracked at this time</td></tr></table>Metrics are stated per 200,000 hours worked; represents 2020 figures; TRIR includes office staff and drivers; calculated per OSHA recordable case rule methodology
	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	**2020:** (1) 25.0% (2) 11.9%

SASB Index

CATEGORY	CODE	METRIC DESCRIPTION	HUB GROUP DISCLOSURE
Driver Working Conditions	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	**Fatigue Management** – We take steps to ensure drivers are operating safely, within regulatory requirements, limiting fatigue, and addressing duty times appropriately. Hub ensures drivers are fully aware of regulatory requirements through new hire training, supplementing with ongoing training as needed, and with Electronic Logging Devices (ELD) in all vehicles. Our fatigue policy is available for review by our employees. **Department of Transportation (DOT) Physical Requirements** – As required by the DOT, Hub ensures all drivers participate in the appropriate regulated physicals, tracking all physical due dates at the time of hire and ongoing. This ensures all drivers meet safe driving expectations, as defined by a registered DOT Physician, and physical care requirements are met. Our hiring and contracting policies provide the steps taken to ensure driver physical requirements are met. • This policy also defines the Sleep Apnea requirements of a DOT Physical. Hub will assist any driver who requires a sleep study in completing such, then provide a recommended vendor to obtain all equipment necessary to maintain compliance, streamlining the process. Hub provides drivers with continual safety training, particularly injury-avoidance training, through a vendor called Worklete. This program provides a new injury-prevention topic every two weeks, ensuring all drivers understand the safest way to perform driver-specific duties, maintaining healthy and safe workdays.
Accident and Safety Management	TR-AF-430a.1	Percentage of carriers with BASIC percentiles above the FMCSA intervention threshold	Hub does not currently report this metric but will continue to evaluate in the future.
	TR-AF-540a.1	Description of implementation and outcomes of a Safety Management System	N/A – Hub does not have air transport in our operations.
	TR-AF-540a.2	Number of aviation accidents	N/A – Hub does not have air transport in our operations.

SASB Index

<table>
<tr><th>CATEGORY</th><th>CODE</th><th>METRIC DESCRIPTION</th><th>HUB GROUP DISCLOSURE</th></tr>
<tr><td rowspan="2">Accident and Safety Management</td><td>TR-AF-540a.3
TR-RO-540a.1</td><td>Number of road accidents and incidents</td><td>2020:
Total number of road accidents and incidents: 709
0.69 DOT collisions per million miles
0.18 DOT preventable collisions per million miles

Notes:
(1) The Department of Transportation (DOT) defines DOT-recordable collisions as any of the following:
• There was a fatality involved
• There was bodily injury in which a person received emergency medical attention away from the scene of an accident
• One or more vehicles involved in the accident had to be towed away due to damage that cannot be repaired roadside
(2) “Preventable collisions per million miles” means any and all collisions, regardless of whether they are deemed ‘recordable’ or not, that are also deemed ‘preventable’ or ‘at-fault’ on behalf of Hub.
(3) Data includes accidents and incidents involving both employee drivers and independent contractors (owner-operators).</td></tr>
<tr><td>TR-AF-540a.4
TR-RO-540a.2</td><td>Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance and (6) Hazardous Materials Compliance</td><td>BASIC percentiles (as of December 2020):
<table><tr><th></th><th>BASIC percentiles (as of December 2020)</th><th>FMCSA Intervention Threshold</th></tr><tr><td>(1) Unsafe Driving</td><td>7%</td><td>60%</td></tr><tr><td>(2) Hours-of-Service Compliance</td><td>24%</td><td>60%</td></tr><tr><td>(3) Driver Fitness</td><td>46%</td><td>75%</td></tr><tr><td>(4) Controlled Substances/Alcohol</td><td>0%</td><td>75%</td></tr><tr><td>(5) Vehicle Maintenance</td><td>49%</td><td>75%</td></tr><tr><td>(6) Hazardous Materials Compliance</td><td>57%</td><td>80%</td></tr></table>
BASIC percentiles are calculated by the Federal Motor Carrier Safety Administration (FMCSA) based on a comparison of performance against other carriers with similar numbers of safety events. Carriers are assigned a percentile from 0-100, with 100 indicating the worst performance.

FMCSA sets Intervention Thresholds above which carriers are identified for potential FMCSA interventions.</td></tr>
</table>

SASB Index

CATEGORY	CODE	METRIC DESCRIPTION	HUB GROUP DISCLOSURE
Accident and Safety Management	TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	**2020:** (1) Number of spills = 25 (2) Aggregate volume of spills = 1.289 cubic meters a. Non-hazardous: .0057 cubic meters b. Lead Acid Battery: .0038 cubic meters c. Petroleum: 1.162 cubic meters d. Hazardous: .0038 cubic meters e. Coolant: .1136 cubic meters
Activity Metrics	TR-AF-000.A TR-RO-000.A	Revenue ton kilometers (RTK) for: (1) road transport and (2) air transport	**2020:** 15,021,599,689 RTK (9,333,989,308 revenue ton miles)
	TR-AF-000.B TR-RO-000.B	Load factor for: (1) road transport and (2) air transport	**2020:** 1) 63.4% 2) Not relevant. Hub does not have air transport in our operations.
	TR-AF-000.C TR-RO-000.C	Number of employees, number of truck drivers	**2020:** Total employees = 4,802 Total employee truck drivers = 2,472 Independent Contractor Drivers / Owner Operators = 803

SUSTAINABILITY REPORT

Supplemental ESG Disclosures

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Supplemental ESG Disclosures

CATEGORY	DESCRIPTION	2020 DISCLOSURE
Carbon Emissions	Scope 1, 2, and partial scope 3	GHG / Metric tons CO_2e Scope 1: 557,460.94 Scope 2: 5,143.70 Scope 3, Category 4: 606,572.60 Total: 1,169,177.25
Environmental Management & Reporting	Environmental policy	Hub seeks to promote and sustain initiatives that help build a better place to live, while ensuring the impact on our environment and the communities we serve remains steadfastly positive. Details on our commitment for sustainable production operations, products/services, distribution/logistics, waste management, and supplier management, can be found in our Sustainability Policy.
Business Conduct & Ethics	Code of Conduct	Hub's Code of Business Conduct and Ethics covers 100% of employees, as all employees are required to sign the Code upon commencing employment with Hub. Hub intends to roll out a Supplier Code of Conduct to cover suppliers and contractors in 2022.
	Group-wide anti-corruption and bribery policy	Our Code of Business Conduct and Ethics includes our group-wide anti-bribery and anticorruption policy (page 3, section 6).

Supplemental ESG Disclosures

CATEGORY	DESCRIPTION	2020 DISCLOSURE
Supply Chain Management	Supplier Code of Conduct	Hub holds its suppliers to high standards, which is why we intend to implement in 2022 a Supplier Code of Conduct that will address topics such as conflicts of interest, anti-corruption, human rights and fair labor practices, and occupational health and safety.
Corporate Governance & Compensation	Board diversity policy	Our Corporate Governance Guidelines state that diversity of persons in terms of their expertise, age, gender, race, ethnicity, education, and other attributes is considered when selecting board directors. Board diversity is also addressed in our 2021 Proxy Statement (Election of Directors, page 8, Question 3)
	Female and Minority Representation in Leadership	Increasing female and minority representation among our Board with two female and one minority Directors. One of our seven Section 16 Officers are female.
Data Privacy & Cybersecurity	Board oversight of cybersecurity	At the Board level, cybersecurity strategy/risk is overseen by the Audit Committee as part of its risk oversight responsibilities.
	Role or function within or reporting directly to the Executive Management team responsible for overseeing cybersecurity	Chief Information Officer (CIO) is an Executive Vice President on Hub's Executive Management team. Our Vice President of Information Security is a direct report to our CIO.

Supplemental ESG Disclosures

CATEGORY	DESCRIPTION	2020 DISCLOSURE

Data Privacy & Cybersecurity	IT Security/Cybersecurity Measures	• IT Security/Cybersecurity policy and procedures covered in the Hub Group Employee Handbook
		• Information security/cybersecurity awareness training
		• A comprehensive security awareness program, which includes:
		  • New employees receive a presentation regarding the information security program and its importance as part of onboarding
		  • Online training for all new hires which includes these courses: "Your Role, Internet Security and You", "Defining Types of Sensitive Information", "Hub Group Data Security", "Social Engineering Red Flags", "Ransomware" and "Using the Phish Alert Button"
		  • An employee's progress in completion of this training is evaluated and reported to management on a weekly, monthly and quarterly basis. Escalation to management occurs for employees who do not complete the training in a timely manner.
		• Online refresher training assigned to all employees at least once per year to highlight current threats
		• Monthly security awareness newsletters
		• Monthly drawing to incentivize employees to report phishing and other threats
		• Periodic announcements/reminders as needed to address threats
		• A clear escalation process which employees can follow in the event an employee notices something suspicious is in place. The process to notify security incidents is outlined in the Employee Handbook on page 53. A button in the email client, Outlook, is accessible to employees to facilitate the reporting of phishing emails
		• IT Service Desk personnel are trained to escalate potential security incidents to Security Operations who will assess the report and determine if necessary to activate the Incident Response Team
		• System alerts are monitored, correlated and assessed by a Managed Security Service Provider who is instructed to escalate suspected incidents to Security Operations
		• Information security/cybersecurity is part of the employee performance evaluation (e.g. disciplinary actions)

	Privacy protection policy	Personal Information Privacy Policy includes a description of the data collected when visiting Hub's website, how it might be used, and rights to the data. Outside of the hiring process, Hub will only collect and use Personal Information as it relates to business-to-business transactions as defined in the California Consumer Privacy Act ("CCPA"). Hub does not collect personal information (as that term is defined in the CCPA) from consumers.

Supplemental ESG Disclosures

CATEGORY	DESCRIPTION	2020 DISCLOSURE
Government Affairs & Regulation	Political/Lobbying Expenses	In 2020, Hub paid membership fees to trade or professional associations that engage in lobbying activities. The portion of total membership fees attributable to lobbying activities in 2020 was approximately $7,000. Political Contributions are addressed in Section 17 of the Code of Business Conduct and Ethics.
Diversity, Equity, & Inclusion	Non-discrimination/anti-harassment policy and measures	Our Code of Business Conduct and Ethics includes our policy on discrimination, harassment and retaliation (Section 14)
Workforce Diversity	Share of women in total workforce (as % of total workforce)	21.0% (Employee data as of 12/31/2020)
	Share of women in all management positions, including junior, middle and top management (as % of total management positions)	29.0% (Employee data as of 12/31/2020)
	Share of women in the truck transportation industry	12.6% (per Bureau of Labor Statistics)

Supplemental ESG Disclosures

CATEGORY	DESCRIPTION	2020 DISCLOSURE
Share of race/ethnicity and age groups in total workforce	Asian	5.4% (Employee data as of 12/31/2020)
	Black or African American	22.7% (Employee data as of 12/31/2020)
	Hispanic or Latino	17.8% (Employee data as of 12/31/2020)
	Indigenous or Native	0.6% (Employee data as of 12/31/2020)
	Native Hawaiian or other Pacific Islander	0.6% (Employee data as of 12/31/2020)
	White	48.7% (Employee data as of 12/31/2020)
	Not disclosed	2.6% (Employee data as of 12/31/2020)
	Two or more races	1.2% (Employee data as of 12/31/2020)
	Percent of total employment that is White in the truck transportation industry	74.5% (per Bureau of Labor Statistics)
	Age groups (1) <30 years old (2) 30-50 years old (3) >50 years old	(1) 15.3% (2) 30.3% (3) 54.4% (Employee data as of 12/31/2020)

Supplemental ESG Disclosures

CATEGORY	DESCRIPTION	2020 DISCLOSURE
Talent Attraction & Development	Employee development programs	Hub offers regular management training to employees. In 2020, approximately 600 of Hub's managers participated in the program. In total, 2,300 Hub employees completed approximately 16,000 hours of skills and compliance training. In addition, Hub offers a variety of employee attraction and development programs, including online leadership training through eCornell and the Phil & Joyce Yeager Scholarship program for employees' children.
Worker Health, & Wellness	Health and Wellbeing policies and practices	Hub prioritizes the safety and long-term mental and physical wellbeing of its employees and has several measures in place to ensure working conditions and policies align with these health goals. These include flexible working hours, working from home arrangements, paid maternity and paternity leave, and an Employee Assistance Program with video and text counseling services.
	Worker Safety	Hub offers robust safety training to its drivers, including driver meetings and yard conversations conducted throughout the year. Focused message campaigns also provide high visibility to specific and critical safety issues for drivers. Hub is also investing in safety technology that helps improve safe driving skills.
Labor & Human Rights	Labor and human rights policies and standards	Hub has practices and policies supporting respect for human rights and prohibiting human trafficking, forced labor, child labor, discrimination. Hub's Human Rights Policy can be found here. Hub provides a third party managed Ethics Hotline that allows for anonymous reporting.
Community Engagement & Philanthropy	Cash contributions	Approximately $300,000 of donations per year (includes Cause Container program and various other charities)
	In-kind giving	In 2020, we donated $5.7mm of refrigerated trailers in support of COVID-19 relief. Our Cause Container program also results in countless impressions and valuable, free advertising for our partner charity organizations.

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