



Corporate Social Responsibility





Corporate Social Responsibility Program

As the leading open location platform company, we have the power to drive change through a commitment to innovation evidenced in our everyday work.

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Grounded in our core values of Be True, Give Back, Be Bold, Learn Fast, and Win Together, we build and maintain holistic corporate social responsibility programs.

Responsible operations are critical to mitigating both operational and reputational risks across the value chain.



Responsible Operations

Our corporate mission is to build a digital representation of reality to radically improve the ways everyone and everything lives, moves, and interacts. It is accompanied by a responsibility to operate ethically across our value chain.

We will assess our own policies and processes against international social and environmental standards.



Responsible Operations

Our foremost responsibility is to ensure HERE is a safe, just and ethical workplace with a consistent experience for all, even where local laws are weak. Our goals are to identify and close any policy or process management gaps.

Additionally, we will conduct a baseline environmental footprint to establish KPIs to drive continual progress.



Responsible Operations

Our secondary responsibility is to use our purchasing power to drive social and environmental progress throughout our supply chain. Over the next two years we will work to build capacity for, and launch, a holistic ethical sourcing program that includes training, monitoring and remediation plans. It will also address suppliers that do not comply with our [Code of Conduct](#).

Additionally, we will perform a baseline assessment of our supplier spending with the goal of establishing a supplier diversity program that promotes economic inclusion for underrepresented populations.



Responsible Operations

A third focus of corporate responsibility is emerging as tech companies work to ensure responsible end use of data, products, and platforms. While no company has established comprehensive policies and monitoring processes, they are expanding the definition of “bad actors”, terrorism, discrimination and hate speech/crimes.

Our Corporate Social Responsibility Team will facilitate dialogues that explore our ability to ensure ethical end-use through contractual agreements, technical design, stakeholder input and training.



Inclusion, Diversity and Belonging

Our vision is clear — to enable an Autonomous World for everyone.

To achieve this, HERE and its suppliers need to nurture an environment that embraces Inclusion, Diversity and Belonging (IDB) for everyone. This means:

- **Inclusion** leverages the power of our diversity to achieve our business goals as a winning team.
- **Diversity** ensures HERE has different perspectives, backgrounds and experiences to help us drive more innovation.
- **Belonging** ensures we all have a sense of connection to our company, to our mission and to each other.

