



Equality, Diversity & Inclusion Strategy

Foreword

Everyone's story is different. Our Together strategy is about celebrating these stories and underlining our commitment to Equality, Diversity, and Inclusion.

To do this effectively, we need and will actively seek to encourage people from diverse backgrounds to join us and create an environment where they are comfortable bringing their true selves to work, always. We believe that by doing so, we will support everyone to deliver the best possible service for our equally diverse customers.

We acknowledge we are on a journey and are fully committed to our Equality, Diversity and Inclusion Strategy and the positive impact this will have for the Company.

We commit to continue to consult our senior management team, the Board, and all other colleagues and experts to develop our strategy in the future.

Simon Brewer, CEO

Summary

We have been and remain passionate about being a workplace where every person is accepted as equal, inspired to participate, and empowered to succeed. Where opportunity, recognition and support are available to all, in an environment that supports both physical and mental wellbeing. We want everyone coming into contact and working with us to feel respected, treated with dignity and to experience our commitment to ED&I. We want alignment and complete transparency between what we say and what we do.

We will include ED&I in our plans, processes and behaviours. We will achieve our vision through strong leadership of this strategy and accountability at all levels.

Our Equality, Diversity and Inclusion Strategy is a working document that we will review and update regularly to ensure it continues to be relevant and valuable. We'll report on our progress annually. These updates will include equality data and provide a general account of our progress in meeting our statutory duty and commitments.



Objectives

Our ED&I objectives for 2023 to 2026 are:

1. Be a great place to work
2. To be representative of our customer base and community
3. Support the communities we live in and those in need

Objective 1: Be a great place to work

We want to ensure we are a great employer that values and welcomes the variety of ideas, skills, contributions and experiences of all our colleagues. We also aim to foster a culture that promotes wellbeing and good mental health, providing support to enable all our colleagues to thrive. We know that the success of every individual is what makes us successful as a whole. Our family business wants to acknowledge and foster a sense of belonging and inclusion at work.

We will strive towards further inclusive practices, upholding our commitment to being a place where every colleague is heard, respected, valued, and feels comfortable being themselves.

Objective 2: To be representative of our customer base and community

We need people from diverse backgrounds to help make sound decisions that are representative of the different perspectives within society. We commit to do more than meet our legal obligations. We promote equal opportunities. We respect and acknowledge the diversity of our colleagues, consumers and others who are part of our wider community. We want everyone to feel welcome, respected, and treated with dignity.

Objective 3: Supporting the communities we live in

Brewers and colleagues at our workplaces recognise our social responsibility. We have supported a vast range of worthwhile causes over the years and will continue to do so in the years to come. Individuals have run marathons, travelled to remote locations, jumped out of planes, baked cakes and worn wacky clothing, all in the name of charity.

The Company always likes to support those charities that are meaningful and important to our colleagues locally and nationally – including children's, medical and animal charities. In addition to the charities, the Company has helped some exceptional causes intending to make a real difference through significant donations.

This ED&I strategy forms part of our commitment to environmental and social sustainability built on four pledges:

1. To decarbonize
2. To consume less and eliminate waste
3. To improve lives
4. To develop the next generation

We commit to measuring our social value within pledges 3 & 4, targeting a year on year improvement on a 2022 baseline. Further information about the plan for measurement and improvements, as well as our commitment to sustainability and the targeted actions we are taking as a business to meet our pledges can be found on [web/intranet].



Our Equality Diversity and Inclusion Plan 2023 to 2026

To deliver our Equality, Diversity and Inclusion Strategy, we will focus on the following 10 areas that underpin it:

Policy & Governance

1. Gather and analyse diversity data to identify gaps
2. Put governance around ED&I goals and actions in place to ensure ownership and accountability, avoiding barriers to progress.
3. Identify and promote ED&I champions in the business, who will help shape an ED&I calendar of events/initiatives
4. Introduce a Neurodiversity policy supported by training, to increase awareness and offer support for neurodiverse colleagues and applicants

Recruitment

5. Review our recruitment policy and processes to ensure they are inclusive, underpinned by training and development for colleagues making recruitment decisions.
6. Review the content on our website and in our general communications, i.e. posters in branches and ensure language and images are inclusive and accessible

Learning

7. Start a Reverse Mentoring/Female colleague Mentoring group pilot
8. Ensure all Managers and Senior Managers receive targeted training and support by embedding ED&I values in leadership and coaching programmes. This training will ensure they are clear on the strategy and vision for the Company and will provide them with tools to implement it as well as hold their teams accountable
9. ED&I training for all colleagues available through the Academy
10. Introduce mandatory ED&I training for all colleagues during their Induction.

Jane Clifford - September 2023