

EQUALITY, DIVERSITY AND INCLUSION POLICY

At Brewers we believe in and are committed to equality, diversity and inclusion amongst our colleagues and customers and to eliminating unlawful discrimination. We want our colleagues to represent all sections of society, feel respected, and be respectful to each other and our customers. We know that by supporting and developing the skills of our existing colleagues and recruiting new colleagues from all parts of the community we will continue to build on the firm foundations Brewers has already established.

This policy aims to prevent not only overt acts of discrimination but also procedures and practices which, though possibly unintentional, are discriminatory. It intends to aid the development of good employment practices and to promote equality and opportunity for all colleagues and job applicants based on merit and ability.

This policy accompanies our Anti-Bullying and Anti-Harassment Policy and our Dignity at Work Policy.

Who does it apply to?

This policy applies to colleagues, workers, contractors, and apprentices. The policy also relates to job applicants and is relevant to all stages of the employment relationship.

What is Equality, Diversity & Inclusion (ED&I)?

At Brewers we believe that equality is ensuring that:

- We acknowledge, value and support the difference between us all;
- Everyone is treated fairly, with dignity and respect;
- We remove barriers;
- Discrimination is challenged and eliminated;
- Everyone has an equal opportunity to develop to their full potential.

We believe that diversity is:

- The range of people who reflect our society and the recognition of the benefits and value their visible and non-visible differences bring. We recognise that everyone is unique in their backgrounds, thinking, experiences and skills.

We believe that inclusion means:

- A culture where differences are not merely accepted but celebrated and valued;
- Everyone has equal and consistent access to resources and the opportunity to develop;
- A place where people feel involved, respected and connected to our success.
- It is an environment where colleagues feel comfortable expressing their needs and we work together to create mutually beneficial solutions.

Brewers will keep under review its policies, procedures and practices to ensure that people are not disadvantaged by conditions or requirements which are unlawful or are not justifiable. The Company aims to ensure that no colleague or applicant for employment is discriminated against, either directly or indirectly, on the grounds of:

- age
- disability

- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

Furthermore, Brewers commits to eliminate and avoid all forms of unlawful discrimination. In relation to:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents and carers
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Our commitments

Brewers commits to:

1. Encouraging equality, diversity and inclusion in the workplace.
2. Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. This commitment includes training managers and colleagues about their rights and responsibilities under this policy. Responsibilities include colleagues conducting themselves in a manner that helps the organisation provide equal opportunities in employment and prevent bullying, harassment, victimisation and unlawful discrimination.
3. Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and others during the organisation's work activities. Such acts will be considered misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken.
4. Making opportunities for training, development and progress available to all staff, who will be supported to be fully effective in their role, so their talents and resources can be fully utilised. This approach will include considering any reasonable adjustments to ensure equality of opportunity.
5. Review employment practices and procedures when necessary to ensure fairness and update them to take account of changes in the law.
6. Monitoring the workforce's demographics using information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion and meeting the aims and commitments set out in the equality, diversity and inclusion strategy. Monitoring will also include assessing the impact this has on our working practices and considering and taking action to address any issues.

What to do if you have any concerns

If you have experienced or witnessed discrimination, bullying, harassment, or victimisation please refer initially to our Equal Opportunities policy and grievance procedures (in the Colleague Handbook available on The Hub) about the appropriate next steps, which in most cases would be to raise your concerns with your manager or a member of the People Team. Please also refer to our Anti-Bullying and Anti-Harassment policy on the Hub. The Dignity at Work and Whistleblowing policies also complement these policies, and when relevant the disciplinary procedure may also be referenced.

Disability in Employment

Brewers will give full and fair consideration to disabled employees for all types of employment and will ensure that we take reasonable steps to ensure that the working environment does not prevent people who are disabled from taking up positions for which they are suitably qualified.

Any employees who should become disabled while in service will be given the support to maintain or return to a role appropriate to their experience and abilities within the Company.

The Company will ensure that it takes the following action for disabled employees or employees that become disabled;

- seek advice from Occupational Health ;
- considers making reasonable adjustments to working arrangements, equipment, or premises and relevant training provided;
- consider redeployment if feasible to do so.

Legal Framework and Leadership Support

This Equality, Diversity and Inclusion Policy is based on the Equality and Human Rights Commission's Codes of Practice guidance. It is underpinned by the Company's commitment to comply with the Human Rights Act (1998) and Equality Act (2010) and any subsequent amendments.

This policy does not form part of your contract of employment, and we reserve the right to amend or withdraw it at any time.

The equality, diversity and inclusion policy is sponsored by Group Board and Trading Board and fully supported by Senior Management.

Training Resources

All colleagues will be required to undertake the Equality, Diversity & Inclusion e-learning on The Academy. Dignity at Work e-learning is also available and encouraged.

Managers will need to undertake the Equality, Diversity & Inclusion e-learning for Managers and will also be invited on a one day in person training course. Managers are also required to undertake the Dignity at Work e-learning and encouraged to complete the Menopause awareness e-learning.

Point of Contact: Any queries, please contact a member of the People Team.

Signed off by Jane Clifford, People Director

First published: 11 September 2023

Date of last review: 20 March 2025

Date of next review: 1 April 2026