



CODE OF CONDUCT

OUR VALUES

We at Blood Brothers have always been focused upon the pursuit of brewing interesting beers we have hoped our friends and family would want to drink. From the way we source our ingredients to our methodical brewing practices, we approach each step of this process with passion and an independent spirit, and have used this foundation to provide innovative beers and unique experiences for our customers. We always strive to push back against consolidation and uniformity in today's beer market, a mission that is continual and ongoing.

From the beginning, we have recognized that all members of our family are critical to our continued success. Our reputation for innovative, high quality alcoholic beverages and culinary offerings, in conjunction with our amazing customer service, has been the direct result of our collective efforts. We are all responsible for Blood Brothers' reputation: how we conduct our business and how we treat others, our team members, customers, communities and suppliers, will continue to determine how the community at large views Blood Brothers.

OUR MISSION

- To create a workplace where all members feel like they are equally important in providing innovative and exciting products. We aim as well to create a unique and inviting environment for both our team members and supporters. We intend to accomplish these goals by embracing diversity and treating each other with respect and dignity.

- Our brewpub is a sanctuary for those in need of deliverance from their daily routines and stresses. We will captivate our customers with positive and uplifting experiences that will leave them longing for their next visit.
- The products we produce will satisfy the creative desires of our staff while fulfilling the curious palates of our customers.
- Individual actions at work shape how people view us, which is why it's so important that we each take responsibility for our Mission and act ethically in all situations.
- Therefore Blood Brothers empowers all team members to make decisions that impact our reputation in regards to this mutual common cause.

DIVERSITY AND INCLUSION

Blood Brothers actively creates and promotes an environment that is inclusive of all people and their unique abilities, strengths, and differences, and promotes diversity in all spheres, public and private.

As we continue to grow, embracing diversity in every aspect of our business, from the way we work together to the way we procure goods and services, is vital to our long-term success. We respect diversity in each other, our customers and suppliers and all others with whom we interact.

It is Blood Brothers' policy to provide equal opportunity for all applicants, employees and contractors. Blood Brothers does not discriminate on the basis of, and prohibits harassment on the basis of: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, disability, social disadvantage or any legislatively protected classification. Finally, Blood Brothers is committed to making reasonable accommodations for disabled employees.

SUMMARY

Blood Brothers Brewing is committed to our core values as stated above and will continue to pursue the cause of greater diversity and inclusion whenever and however we can.