



CODE OF CONDUCT

DOMINION CITY BREWING CO.



MAY 2023

EVERYONE IS WELCOME.

Dominion City Brewing Co. is committed to creating and maintaining a safe and welcoming environment for all people—including customers, employees, visitors, vendors and clients—regardless of age, race, ethnicity, nationality, sexual orientation, gender identity and expression, religion or ability.

You are welcome here.



**DOMINION
CITY
BREWING CO.**

OUR VALUES.

When we started this company, we had a mission: to make great beer delivered with honesty and authenticity.

Today, we're guided by the following values in everything we do:

1. We make great beer. We produce quality, distinctive, thoughtful beer.

2. We strive to do things the right way. We operate with respect for our employees, customers and community. We listen and adapt, as we learn along the way.

3. We believe beer is for everyone. We work to eliminate barriers in our workplace, promote and enable a diverse, equitable and inclusive culture. We respect the dignity of all people, and strive to show that in everything we do.

4. We're connected and committed to our community. We put purpose before profit; in fact, we believe the former is a necessary precondition for the latter. Our team cares deeply about bringing our community and its people together.

OUR COMMITMENT.

At Dominion City, we commit to the following:

- We do not tolerate harassment of employees, customers, or vendors in any form. This includes but is not limited to hate speech, gender-based discrimination, sexual harassment, racism, homophobia, transphobia or ableism. Further detail is provided in our anti-violence and harassment policies.
- We will make Dominion City a safe and welcoming place for our employees and members of our community. We believe in ensuring everyone feels respected and protected.
- We will provide ongoing education and training to better understand how to dismantle barriers to diversity and inclusion.





OUR COMMITMENT (CONT'D).

At Dominion City, we commit to the following:

- We will actively support community groups that work towards dismantling barriers to diversity and inclusion.
- We will create a space that encourages cooperation and collaboration.
- We will not make assumptions about anyone's background or identity.
- We will do business in a respectful and ethical manner.
- We will provide guidance and support to ensure everyone clearly understands their legal rights
- We will keep our policies up to date, accessible and understood.



FOLLOWING THROUGH.

Violations of Code of Conduct

Dominion City believes in honesty, integrity, and respect and we require all employees working on behalf of the company to uphold these values. Failure to comply with the expectations set out in this code of conduct will be dealt with through corrective action, which may include termination of employment.

Expectations of guests, suppliers and contractors

In addition to the expectations of team members set out in this Code of Conduct, Dominion City also expects all guests, suppliers and contractors to conduct themselves respectfully and in accordance with the principles of this document.

LIVING UP.

Reporting - Support from Leadership

Dominion City will work to identify and preempt problems before they happen. This includes - but is not limited to - fostering a culture of open, respectful dialogue surrounding diversity, inclusion and equity in our workplace and community. Employees who are concerned or unsure about appropriate conduct are asked to speak with a member of the management team to help guide them.

Employees who witness another employee acting in a manner which breaches this policy are asked to report it to management. Employees who wish to share concerns anonymously can do so by reporting concerns to Jalapeno Employee Engagement, a third-party HR services provider retained by Dominion City. Employees are reminded of their duty to report any health and safety concerns or violations immediately, including instances of harassment, discrimination or violence in the workplace.



LOOKING AHEAD.

This code of conduct is an ever-evolving set of guidelines that we are committed to upholding and monitoring.

We will regularly review and update this document to ensure its effectiveness and relevance to issues facing our organization and industry.



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