



Iron Hill Brewery Inclusion Code of Conduct

At Iron Hill Brewery, our mission is to Inspire Loyalty & that is our most prized recipe. This recipe is achieved by fostering an environment where our employees feel respected, valued, and empowered. Our team members are at the forefront in helping us promote and sustain an inclusive workplace. Iron Hill Brewery is committed to fostering, cultivating, and celebrating a diverse, inclusive culture and fosters equity.

Our recipe for success is made up of the following core ingredients but is constantly evolving:

- **A Welcome Invitation to Come as You Are:** Inclusivity matters. We celebrate our differences and recognize that it's a key ingredient in building strong teams. We extend this not only as an employer but to our guests as well.
- **Commitment to Culture:** We strive to create a safe environment for our staff to grow and thrive. We prioritize respect and maintain a clear expectation of respectful and transparent communication. We accept and utilize employee feedback and constantly reevaluate our benefits for the satisfaction of our employees.
- **Development and Growth:** We understand that growth is essential, and it is why we are dedicated to providing ongoing education and training to all employees on diversity, equity, and inclusion topics.
- **Open Door Policy:** We know that communication is vital in growing together. We endeavor to ensure every employee feels comfortable making their voice heard; as such, our Open Door policy provides all employees with a safe avenue to voice concerns regarding diversity, equity, and inclusion in our workplace.
- **Zero tolerance to Bias, Discrimination, and Harassment:** Our policies and guidelines eliminate any space for any unacceptable behavior. Harassment is not tolerated in any form. This includes all employees, guests, and vendors of Iron Hill Brewery. Employees who violate the code of conduct are subject to disciplinary action and possible termination.

Iron Hill's inclusion initiatives and diversity efforts include practices and policies relevant to recruitment, compensation and benefits, internal development and promotions, transfers, and more.

Employees are expected to report incidents that violate this code of conduct by contacting a manager or human resources or by calling Iron Hill Brewery's Anonymous Hotline at (302) 468-5104.