

## Our Values

### PURPOSE

*Carrying out responsibilities with purpose and passion is more fun, and helps the company and all those within it build success. We always keep the bigger picture in mind when making decisions.*

### INCLUSIVENESS

*At BrewHub everyone is welcome and accepted for who they are. No matter where you are from or what your upbringing, we provide opportunities for talented individuals. By building the strength of each relationship in our daily interactions we create a thriving culture together.*

### SUSTAINABILITY

*Developing people in a holistic way is important to us. Growing sustainably will benefit the company and the families involved. Our stable management helps to provide a safe place to work, physically and emotionally.*

### MASTERY

*In the pursuit of mastery, our focus is on making every system better. When we see challenges as opportunities, we empower performance and innovation. In this manner, there is no failure, only feedback. Transparency and responsiveness are our strengths. It increases the quality and dependability of our services.*

### AUTONOMY

*We believe that everyone within the company has the talent to excel. We look to uncover each other's talents and empower our abilities through training and responsibility. We support individual approaches to solving problems and welcome accountability. When we are responsible for managing our own motivational states daily, and ask for help when required, we allow everyone around us to excel.*

## Code of Conduct

- Make sure health and safety for everyone is always put first
- Be honest, ethical and professional in all your business dealings
- Ensure clients are our top priority and are always treated respectfully
- Follow company processes, procedures and instructions as failing to do so can lead to the loss of customers, accidents or damage to BrewHub's reputation or profit.
- Endeavour to get it done once and get it done right!
- Value doing a good job and achieving goals
- Promote teamwork and the development and involvement of all personnel
- Value confidentiality and intellectual property of client and company information
- Recognise that we all have family and other commitments that are respected and valued
- Treat each other with respect
- Work as a team while valuing all employees equally
- Feel free to have a laugh and enjoy your work and your colleagues
- Encourage innovation and ideas and pursue continual improvement
- Counsel in private and praise in public
- Ensure you do not solicit gifts or benefits that may compromise this code of conduct

Some actions are dismissable offences and repeated or one-off instances may result in termination:

- Malicious or deliberate damage to Company property. The cost of repair or replacement will be recovered from the perpetrator.
- Theft of Company property. Legal proceeding will be instituted against anyone caught committing this offence.
- Performing any action that brings the Company into disrepute.
- Participation in corrupt activities.
- Violation of confidence or passing to any third party any information that is of a private and confidential nature.
- Failure to follow instructions given by any person holding a senior management position or misleading or lying to a superior.
- Being under the influence of drugs including alcohol.
- Gambling during work hours.
- Threatening or abusing any fellow worker.
- Any violation of the company's Computer use policy.
- Continual absenteeism without reasonable cause

Signed:



David Scott  
Managing Director

Date:

28<sup>th</sup> July 2020