

OUR BREWERIES & PUBS ARE

BRITISH
BEER & PUB
ASSOCIATION

An illustration featuring two hands, one dark-skinned and one light-skinned, holding two glasses of beer. The glasses are filled with golden beer and topped with white foam. A red banner with the text "#OpenToAll" is draped across the glasses. The background consists of colorful, radiating stripes in shades of blue, purple, yellow, and brown.

#OpenToAll

A DIVERSITY AND INCLUSION
CHARTER FOR THE BREWING
AND PUB INDUSTRY

Public statement of commitment:

Both the BBPA, and pub and brewing companies who are signatories to this Charter, believe in creating an open, diverse and inclusive sector and recognise the integral role this will play in ensuring sustainable growth of the industry. Signatories commit to upholding this Charter, and will take steps to ensure these commitments are embedded and demonstrated within each of their organisations.



By signing this Charter we commit to:

As an organisation:

- ◆ Placing diversity and inclusion on board-level agendas and ensure it forms part of our ongoing business and future strategy.
- ◆ Recognising and championing the value of a diverse and inclusive workplace and in turn attracting and retaining a diverse workforce from all backgrounds.
- ◆ Appointing a senior leader of the business as a diversity and inclusion champion who regularly engages in training opportunities and events.
- ◆ Creating a culture and environment that fosters inclusion and provides a safe space for all employees.
- ◆ Taking a zero-tolerance approach to harassment and discrimination of any kind, in our business and at our venues.
- ◆ Ensuring that all employees are aware of their personal responsibility to support diversity and inclusion.

Charter Signatories

Sadie Lofthouse
Adnams, Director of Culture & Performance

Chris Jowsey
Admiral Taverns, Chief Executive Officer

Ben Jenkins
Asahi UK, Corporate Affairs Director

Fiona Hunter
Brewdog, Director of Community & Inclusion

Jody Bennett
Brewhouse & Kitchen, People Director

Nick Payne
Budvar, On Trade Sales Director

Cara Sargeantson
Budweiser Brewing Group UK & I,
People Director

Paul Davies
Carlsberg Marstons Brewing Co,
Chief Executive Officer

Catharina von Franck

Catharina von Franck
Diageo Great Britain, On Trade Director

Chantelle Christy
Drake & Morgan, Head of People

Stephen Gould
Everards, Managing Director

Simon Emeny
Fullers, Chief Executive Officer

Nick Mackenzie
Greene King, Chief Executive Officer

Marta Martins Pinto
Heineken / Star Pubs & Bars, People Director

Sharon Kane
Hook Norton, Executive Assistant

Chloe Dickinson
Joseph Holt, Training & Development Manager

Natascha Brooks
Hydes Brewery, Head of HR

William Lees-Jones
JW Lees, Managing Director

Emily Palmer Ramus
Palmers Brewery, Director

Clive Chesser
Punch Pubs, Chief Executive Officer

Oliver Robinson
Robinsons, Managing Director

Jonathan Neame
Shepherd Neame, Chief Executive

Phil Whitehead
Molson Coors Beverage Co, Managing
Director, Western Europe

Kevin Georgel
St Austell, Chief Executive Officer

Richard Bradbury
Theakstons, Joint Managing Director

Jason Royal
Thwaites, Director of People & Development

Toby Bartholomew
Wadworths, Managing Director

For our staff & publican partners:

- ◆ Creating a culture of inclusivity for all employees and ensure they are all provided with the necessary training and education.
- ◆ Creating a working environment that supports employees to be able to tackle and address any discriminatory or inappropriate behaviours by colleagues or customers.
- ◆ Ensuring the process for taking on new tenants and lessees is open and inclusive.
- ◆ Ensuring that our Diversity and Inclusion policies and principles are shared with our tenants and lessees.

For our customers:

- ◆ Ensuring that employees in our pubs do not display any discriminatory behaviours towards customers.
- ◆ Creating an inclusive environment where all customers visiting our venues feel welcome.
- ◆ Ensuring employees feel confident and supported to deal with any harassment or discrimination customers may experience in our venues.

About this Charter:

This Charter has been developed with the help of the BBPA's members and has also been supported by the work of [Inclusive Employers](#), the BBPA's diversity and inclusion consultants.

This Charter looks to enact real, long-term change on diversity and inclusion. We are aware that each signatory will be at a different stage in their diversity and inclusion journey, but this Charter seeks to ensure a sector-wide commitment from the beer and pub industry to being diverse and inclusive. It is a broad guide which each signatory can use to develop their own organisational actions and targets to track progress on diversity and inclusion.

The BBPA is committed to ensuring diversity and inclusion remains an important issue for our sector and will ensure this Charter is a living document that is discussed, revisited and enacted by our members as well as within our own organisation.



BEERANDPUB.COM

 **@BEERANDPUB**