

OUR BREWERIES & PUBS ARE

An illustration of 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 white text 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.

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 our employees 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.