



## CODE OF CONDUCT

At Stone Brewing, we believe in being brave and doing the right thing. We expect and commit to the highest standards of professional and ethical business conduct from all team members, customers, business partners, and fans (well, everyone really). We set high standards for ourselves in brewing quality beer, crafting amazing experiences, and caring for each other as part of Team Stone, as well as our customers, business partners and fans (well, in everything really). We believe the following standards set clear expectations of conduct to help us be better today than we were yesterday, in line with our values as a company.

### WHAT WE EXPECT FROM YOU

We expect that all team members, temporary staff, contractors, customers, business partners, and fans commit to upholding our Code of Conduct. It's important that we understand and demonstrate these standards at all times.

For those of us who have the privilege of leading others here at Stone Brewing, we expect you to model these behaviors, and to either address or report when you are informed of or have observed behaviors that are not aligned with our Code of Conduct.

### WHAT YOU CAN EXPECT FROM US

As a company, we will always endeavor to operate in a manner consistent with this Code. Likewise, we will endeavor to ensure our Team Members do too. Team members who fail to comply with this Code of Conduct will be subject to disciplinary action, up to and including termination. All disciplinary action will be applied in a manner consistent with applicable federal, state and local laws, this Code, and our Core Values.

### WHERE YOU CAN GO FOR HELP

We believe in fostering an environment in which team members, business partners and fans can provide feedback and raise concerns. We encourage sharing of feedback, complaints, reports or inquiries if a team member, business partner or fan is concerned about or has knowledge of a behavior or activity that is not in line with our standards of conduct.

*There are multiple channels available for seeking guidance or reporting concerns:*



Reach out to your direct Supervisor or any leader within the company



Contact a member of the People/HR Team ([humanresources@stonebrewing.com](mailto:humanresources@stonebrewing.com))



Send a message via our internal Stone Central "Comments & Feedback" Portal



Submit feedback through our AllVoices Portal available to Team Stone & externally:  
<https://stonebrewing.allvoices.co/>

## **WHAT HAPPENS WHEN AN ISSUE OR COMPLAINT IS REPORTED**

To foster open dialogue with Team Stone and any other individuals that may report misconduct, we strive to be transparent about the process for reviewing and investigating any complaints or feedback received related to our Code of Conduct.

Information shared through our Feedback Portals will be directly received and reviewed by Stone Brewing's CEO, Co-Founder & President, and VP of People. These Stone Brewing leaders are responsible for either directly investigating or identifying the appropriate representative to investigate the reported activity. In certain circumstances, the report will be elevated to the Stone Brewing Legal Team for further review, assistance, and/or investigation.

We commit to initiating an investigation into the complaint promptly and determining appropriate corrective actions and/or response to each complaint within 5 business days, whenever doing so is reasonably practicable. The review and investigation of the complaint are conducted in an independent, fair and unbiased manner with respect to all parties involved. Where appropriate, we will bring in an independent third-party investigator to ensure that our processes meet this standard.

Please keep in mind that it may sometimes be more difficult for our company to thoroughly investigate reports that are made anonymously. If you choose to disclose your identity, it will be kept confidential to the extent possible.

We each have an obligation to cooperate with any internal or external investigations into allegations of misconduct. We all must ensure that we provide truthful and accurate information to Stone Brewing team members conducting an investigation (or any independent third-party investigator), as well as to government regulators and external auditors. We must never alter or destroy documents or evidence in order to prevent or hinder any investigation.

## **PROTECTION FROM RETALIATION**

Stone Brewing will never retaliate against you for reporting or filing a complaint in good faith or participating in any related investigation and will never tolerate or permit retaliation by management, team members, or business partners. We want everyone who works here to be able to do the right thing, without fear of retaliation. For that reason, the company forbids retaliatory action to be taken against an individual who, in good faith, reports a perceived violation of any of our policies or who participates in an investigation. Individuals who feel that they are being or have been retaliated against must report such retaliation to the above reporting channels immediately.

## **STANDARDS OF CONDUCT**

### **CARE FOR EACH OTHER**

At Stone Brewing, we strive to put Team Stone first. We trust, push, and care for each other as we work to foster an openly welcoming, inclusive environment for all. We expect all Team Stone members as well as any individuals who interact with our team to demonstrate behaviors that are consistent with our values as an organization.



## **Harassment & Discrimination-Free Workplace**

Stone Brewing strictly prohibits and does not tolerate discrimination based on race, color, religion, creed, national origin or ancestry, ethnicity, sex, gender identity and expression, age, physical or mental disability, citizenship, military status, marital status, sexual orientation, genetic information or any other characteristic protected under applicable federal, state or local law.

We are committed to providing a work environment free of sexual or any form of harassment. We will not tolerate uninvited and unwelcome verbal or physical conduct, including unwelcome sexual advances, requests for sexual favors, lewd, vulgar or obscene remarks, jokes, posters or cartoons/graphics, and any unwelcome touching or other physical contact. Other forms of harassment or discrimination may include racial epithets, slurs and derogatory remarks, stereotypes, jokes, posters or cartoons based on any legally protected categories.

This policy extends to any misconduct that a Stone Brewing team member faces from customers, business partners or fans while conducting business on behalf of the company.

In short, we expect everyone to treat each other with dignity and respect.

## **Creating a Safe Environment**

We are committed to providing a healthy and safe environment for all individuals who work within or visit our company locations. All team members are expected to be knowledgeable of and adhere to our safety policies and procedures and local laws and regulations as well as to immediately report and address any unsafe behaviors and conditions or potential hazards to a supervisor or Safety team member.

Additionally, we will not tolerate violence in the workplace, defined as threats, threatening behavior, or acts of violence by any team member or individual on company property, in the trade, on company business or on company time. Workplace violence can include, but is not limited to, assault, injury, battery, stalking, property damage, homicide, verbal threats, abusive or threatening acts, domestic violence and acts of sabotage.

Likewise, we aim to be a completely bully-free work zone and will not tolerate bullying of any kind. Bullying can be defined as the intentional, repeated use of in-group status or power to harm or humiliate others.

## **Craft Beer Diplomacy**

We strive to be good stewards of the craft beer industry. We always keep in mind our Craft Beer Diplomat Policy in which all members of Team Stone are expected to show up in a positive, professional manner as well as to drink responsibly any time that we are representing Stone Brewing.

## **DO THE RIGHT THING**

We believe it is important to work with customers and business partners who share our values and commitment to ethical business conduct. Our growth as a company is a result of our fierce commitment to our mission and confidence in our beers, never through underhanded business tactics. We expect our customers and business partners to act with integrity and fairness, observe applicable laws, and behave in a manner consistent with our Code of Conduct.

### **Conflicts of Interest**

We have an obligation to do what's best for Stone Brewing and to avoid situations where competing loyalties cause us to act for reasons to benefit individuals or parties other than the company, as well as situations that give the appearance of such. Examples include inappropriate vendor relations, bribery, misuse of confidential information, and inappropriate customer relations.

### **Confidentiality & Non-Disclosure**

It's important that we respect and protect Stone Brewing's confidential information and only share and use it to the extent allowed. All records and files developed for Stone Brewing are company property and are considered confidential. Team Members shall not disclose or use any confidential or trade secret information of the company for their personal benefit or for the benefit of any person or entity other than the company under any circumstance during or after employment.

### **Use of Company Resources**

We protect and utilize Stone Brewing resources and assets such as equipment, services and technology in a professional manner for their intended business purpose only, unless otherwise specifically permitted.

### **Accuracy in Reporting & Recordkeeping**

We maintain accurate and complete business and financial records and hold ourselves accountable to preserving the integrity of our financial statements or disclosures in accordance with applicable legal requirements and commit to cooperating fully with internal and external auditors.

We agree to never falsify any record or account for the purpose of deceiving another person or of gaining an advantage, or misrepresenting the value of the document, contract or record. We agree also to avoid the passing along of copies of documents we know to be false.

### **Compliance with the Law**

We will seek to comply with applicable federal, state and local laws and in all cases will not willfully violate the law. Stone Brewing expects all Team Members to conduct business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct. The continued success of Stone Brewing depends upon our customers' trust, and we are dedicated to preserving that trust. Team Members owe a duty to the company, its customers, business partners and fans to act in a way that will merit the continued trust and confidence of the public.

### **Communications**

The reputation of our company is important to the success of our business. We remember that each of us represents Stone Brewing and that any online communication, including social media, referring to Stone Brewing could affect our reputation. When using social media, inside or outside of work, we do so responsibly, with common sense and professional judgement. We agree never to present personal opinions as those of the company. If you wish to engage in an interview or speaking opportunity on behalf of Stone Brewing, always work in partnership with Public Relations and your direct supervisor before commenting or committing.

*The Stone Brewing Code of Conduct is intended to supplement our Team Member Handbook and other internal policies. While its intent is to define what we deem as acceptable standards of conduct, it is not meant to be all inclusive.*