Uinta Brewing Code of Conduct
Edition: 09-2021

Uinta Brewing Company follows a path towards great beer, rewarding adventure, and strong community. As such, Uinta is committed to creating a welcoming and safe environment for people of all genders, races, religions, and backgrounds. It is the responsibility of everyone in our community to create and maintain a collaborative, supportive, and safe environment for all. In our brewery, our compasses all align in one direction: towards a future where everyone is treated equally.

The following code of conduct applies to all our staff, our patrons, and our vendors. If you have a question or concern, please contact Employee Experience at ee@uintabrewing.com. You may submit grievances anonymously, however, if possible, it is recommended that you include contact information as follow up may be necessary to investigations.

All complaints will be investigated thoroughly. Uinta Brewing prohibits any retaliation against any person who voices concerns; reach out to Employee Experience if you believe you are being retaliated against.

Our Values
Our primary purpose is to provide a dynamic, inviting workplace that serves our community, our customers, and our wholesale and retail partners. To achieve this goal, everything we do at Uinta Brewing should be in service to our guiding principles. We must hold ourselves to high standards, with an emphasis on safety and quality, to craft the best beer and community we can.

Leave no trace.
An ongoing mantra at Uinta Brewing is “Earth, Wind, & Beer” because of our dedication to environmental sustainability in addition to our dedication to great beer. At Uinta we aim to leave no trace on our journey and reduce our environmental impact as much as possible.

Embrace an adventurous spirit.
Individuality and creativity are always welcome at Uinta Brewing. Uinta would not be where it is today without the innovation and imagination of our staff. We firmly believe that the path to success follows diverse voices and new ideas.

Craft your community.
Community is a big deal at Uinta and as such we strive to give back to the 801 in any way we can. We partner with local organizations to give back to the awesome community that has helped us to grow and thrive over the years. Additionally, we want to make sure we have crafted a safe space for all beer lovers to assemble and thrive together.

It’s never wrong to do the right thing.
Though it may be hard sometimes, we firmly believe that it is never wrong to do the right thing. The safety and respect of our team, vendors, and customers is of the utmost importance to us. If you see something wrong, you are encouraged to speak up and help us correct it.
What We Expect

The following section outlines some of the expected behaviors at Uinta Brewing Company that help us craft and maintain our healthy work environment. Exhibiting these behaviors will help us continue to grow and thrive as a brewery and therefore are non-negotiable.

The Golden Rule

Treat others as you would like to be treated; it’s that simple. Be respectful and kind when interacting with others and don’t be a jerk!

Safety

Each of us has a shared responsibility to ensure that Uinta is a safe workplace. While at Uinta, you must act in such a manner that keeps yourself and others safe. You are expected to follow safety rules, exercise caution during work activities, and report unsafe conditions. If you see something that is unsafe you are obligated to bring this to the attention of management immediately.

Fairness and Accountability

Uinta ensures that all individuals are treated respectfully and fairly. This applies policies, procedures, and outcomes consistently regardless of who is involved.

As such, Uinta holds all individuals responsible for their actions. Sometimes this means that where appropriate, you will have to hold others accountable, too.

Helpful Policies

Open Door Policy

At Uinta we have an open-door policy which means that everyone is equal and privy to the same essential information. To share ideas, offer recommendations, or address concerns, we encourage you to speak openly to your manager, the executive team, or Employee Experience.

Equal Opportunity Employment

We strictly prohibit unlawful discrimination or harassment on the basis of race, color, religion, veteran status, national origin, ancestry, pregnancy status, sex, gender identity or expression, age, marital status, mental or physical disability, medical condition, sexual orientation, or any other characteristics protected by law.

Additionally, at Uinta Brewing we are interested in finding the best candidate for the job without any regard to race, gender, or background. We encourage anyone to apply to employment opportunities they feel that they are a good fit.

Continuous Improvement

Striving to grow, learn, and improve is integral to Uinta Brewing’s culture and success as a brewery. We continually monitor and analyze our policies to ensure they are contributing to a positive workplace. When a policy or standard no longer meets the needs of our employees or patrons, we change it.

If you have a suggestion for improvement, please reach out to Employee Experience.
Violations to Our Code of Conduct

Behaviors listed below are examples of unacceptable conduct at Uinta Brewing Company. These behaviors are considered violations to our code of conduct and will not be tolerated under any circumstance. If you choose to engage in inappropriate behaviors corrective action will be taken including but not limited to a written warning, suspension, termination of employment, or a ban from the premises.

While not intended to list all the forms of behavior that are considered unacceptable in the workplace, the following are examples of rule infractions or misconduct that may result in disciplinary action, including termination of employment:

- Sexual harassment or other unlawful or unwelcome advances
- Excessive absenteeism or any absence without notice
- Improper use of telephones, or other company owned equipment
- Un satisfactory performance or conduct
- Theft or inappropriate removal or possession of property
- Falsification of timekeeping records
- Working under the influence of alcohol or illegal drugs
- Possession, distribution, sale, transfer, or use of alcohol or illegal drugs in the workplace
- Fighting or threatening violence in the workplace
- Boisterous or disruptive activity in the workplace
- Negligence or improper conduct leading to damage of company-owned or customer-owned property
- Insubordination or other disrespectful conduct
- Violation of safety or health rules

A Note on Harassment, Discrimination, and Bullying

We want you to look forward to coming to Uinta, so we strive to ensure our workplace is void of any unwelcome advances, requests, or other behaviors that can in any way be interpreted as offensive or have the effect of creating an intimidating, hostile, or uncomfortable working environment.

We will not tolerate harassment based on gender, age, race, religion, national origin, sexual orientation, marital status, disability, or any other legally protected characteristic.

Reporting

Procedure for Uinta Brewing Company Employees

The following complaint reporting procedure has been developed to assist employees in resolving all types of complaints and disputes no matter how small. Use this procedure to file complaints regarding work rules, working conditions, disputes with other employees, unfair practices, and any type of harassment. Complaints filed will be held in confidence and information will only be released on a “need to know” basis for the purpose of conducting an investigation.
Bring your complaint to your immediate supervisor. Explain the complaint in detail and offer any solutions you may have. If applicable, outline what actions you would like management to consider to correct the situation. Your supervisor will provide an answer to you immediately or within ten working days (depending on the severity of the complaint) from the date the complaint was filed.

 NOTE: If for some reason you feel that you cannot take your complaint to your immediate supervisor, take it to the next higher level of management or Employee Experience. Ideally, the complaint should be presented within 72 hours.

You have the right to appeal the decision to the next higher level of management or the executive management of the Company. All appeals must be filed in writing within ten working days of the date you received your supervisor’s decision. A management representative will respond to your appeal within ten working days of receipt of your appeal. If it is found that a company policy has been violated, management will take appropriate disciplinary action.

**Procedure for Uinta Brewing Company Patrons**

Uinta Brewing is a safe place for not only our employees, but our patrons as well. If a Uinta Brewing Company employee has made you feel unsafe, please reach out to Employee Experience at ee@uintabrewing.com to discuss the incident.

If another patron is making you feel unsafe, find a Uinta Brewing Company employee and ask “Is Angela working today?” Our staff is trained to know that this is a call for help and they will assist you in a covert fashion. You will be taken to a safe location elsewhere in the facility where our team will work with you to make sure you are taken care of.

**Conclusion**

Uinta Brewing Company wants to be the best brewery we can be. It’s impossible to spell out every possible scenario we might face, so we must rely on one another’s good judgment to uphold a high standard of integrity for ourselves and Uinta.

Sometimes, identifying the right thing to do isn’t an easy call. If you aren’t sure, don’t be afraid to ask questions of your manager or Employee Experience.

Cheers.