

## **Diversity, Equity and Inclusion statement**

The Drinks Trust is committed to encouraging equality, diversity and inclusion within the drinks hospitality industry and eliminating unlawful discrimination.

The aim is for our industry workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best.

The Drinks Trust in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of all those who work in the drinks hospitality industry.

**The Drinks Trust commits to supporting all those within the industry to:**

- Encourage equality, diversity and inclusion in the industry. Creating an environment that is inclusive where everyone feels welcome. Recognising that not everyone has the same starting point and ensuring that support is provided to create more equity in the industry. We understand the value that diversity creates in the industry, and actively support it.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- This commitment includes training all those who work in the drinks hospitality industry about their rights and responsibilities under the equality, diversity and inclusion policy.
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Support victims of bullying, harassment, victimisation and unlawful discrimination.

**The Drinks Community and The Drinks Trust**

- All members of the Drinks Community including the mentor programme must act with professionalism and due care in all interactions. As a community we treat others as we would like to be treated ourselves, mindful of certain specifics.
- Any behaviour that is deemed to be inappropriate will not be tolerated and appropriate action taken