



Justice, Equity, Diversity & Inclusion (JEDI) Commitment

Our Commitment

As an independent brewery, independence to us means having the freedom to do things right. We don't just talk about community; we build it. Our team is a vibrant tapestry of different nationalities and backgrounds, united by a shared passion for great beer.

We are actively committed to Equity, Diversity, Justice and Inclusion principles across our entire business. From ensuring fair pay and inclusive hiring, to our sourcing practices and welcoming our community, we believe in equity from grain to glass.

Governance & Accountability

This commitment shapes our entire ecosystem:

- **Inside Our Walls:** Through equitable hiring, open communication, our leadership behaviours, our pay equity principles and fair operational practices.
- **Outside Our Walls:** This includes how we develop and source our ingredients, through procurement decisions that support aligned businesses, and engage responsibly with customers and our community. To foster true belonging.

Our commitment is underpinned by our EDI action plan. To make sure we are always taking relevant and meaningful actions, we will continuously engage with our team and our wider community to better understand their needs.

This commitment has been approved by the Wicklow Wolf Board of Directors with the addition of their support through engagement, leadership accountability and annual progress review. Overall accountability for this commitment sits with our Senior Leadership Team.

Effective Date: July 2026

Board of Director Approval: July 2027