

Exale brewing & Exale taproom are committed to a safe, inclusive, and non-discriminatory environment for all, regardless of gender, sexual orientation, disability, physical appearance, body size, race, religion, social/economic status, or anything other.

Exale brewing co are an accredited London living wage employer. Our aim is to treat all staff fairly, equally and respectfully.

We have a ZERO tolerance policy for: Racism, Sexism, Homophobia, Xenophobia, Violence, Unwelcome Sexual Attention, or Harassment in any form.

We ask all customers to drink responsibly, and we reserve the right to refuse service to anyone we consider excessively intoxicated.

Anyone acting inappropriately will be reported to our security team by our staff and if necessary, removed from the venue.

Where criminal behaviour is witnessed or alleged, the police may also be called.

If you experience or witness any inappropriate behaviour, or if you feel unsafe, please report this to security or a member of staff..

All reports will be dealt with sensitively.

Please also report any incidents to [info@exalebrewing.com](mailto:info@exalebrewing.com) if you feel you are not comfortable to report at the time

### **The Everyone Welcome Initiative;**

This venue will not accept any form of discrimination on any grounds including, but not limited to, gender, sexuality, race, religion or belief, social class, health, age or disability.

This venue will exclude people who discriminate against anyone in the event/venue on any grounds

Customers engaging in conversations that involve derogatory comments or words and phrases that we feel are discriminatory, or that make our other clientele or staff uncomfortable, will be warned once, if it continues you will be asked to leave.

We will not stock products with sexist, racist, homophobic, transphobic, ableist or any other discriminatory branding.

We will always seek to protect our customers in the event of any form of discrimination or concern for safety; if you feel unsafe at any point please say this phrase 'Ask for Angela' to the staff who will immediately move you to a safe area and ensure your well-being.

Any and all discriminatory comments made to the staff in this venue will result in immediate removal from the site and a possible life ban.

We seek to make our venue as accessible as possible, if you identify anything that we could improve, please know that your input is welcome and we will do our best to act on it please email [steph@exalebrewing.com](mailto:steph@exalebrewing.com)

If you feel our staff haven't met your concerns with sufficient urgency, please let Stephanie Solley know immediately in person or email [steph@exalebrewing.com](mailto:steph@exalebrewing.com)

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