

# **Second Pitch Beer Company**

## **Code of Conduct**

### Value Statement:

For centuries, the local brewery has been a place of pride where locals and friends can be proud of the product produced and feel a degree of ownership of the brand. At Second Pitch Beer Company (SPBC) we aim to bring the local brewery and all the familiarities of it to the San Antonio area. Second Pitch will be a place where all people; regardless of color, creed or sexuality can come, have a great beer and enjoy the friendly and relaxed atmosphere. It will be a place where all people will want to call their local brewery and employees will be proud they work there. We are committed to supporting the local community through fundraisers, pint nights, home brewing competitions, and community strengthening events, even if that is watching the Spurs win with new friends. Our primary goal is to serve only the highest quality beer and provide the best service. If the product does not meet our high expectations, then it will not be served.

### Vision Statement:

At Second Pitch Beer Company, we will become a leader in San Antonio's craft beer movement through our relentless dedication to quality, service, and community, and our continual innovation with unused techniques in San Antonio and investing in high quality hops and malt. We will provide the perfect pint for all occasions.

## Mission Statement:

To produce the most innovative and highest quality beers, and ambiance so friends and family can come together and create new and long-lasting memories.

## Culture:

An inclusive culture is of the utmost importance. All people are welcome at Second Pitch Beer Company. We expect our employees to cultivate an environment that reflects SPBC's desire to feel like "the neighborhood pub" to the entirety of the diverse community in San Antonio (and beyond). SPBC complies with all protected individuals according to the EEOC. No racist, sexist, homophobic, ageist, discriminatory, or generally inappropriate speech will be tolerated at any point. Failure to comply to this standard, at the discretion of ownership, will result discipline, training, or termination.

## Sexual Harassment

Sexual harassment in any form is of the up most seriousness to ownership. All people have the right to work and be in a place which is comfortable and welcoming. If you feel you have been harassed or discriminated against, please contact management immediately. An inquiry will begin within one business day. Based on this inquiry, formal or informal steps will be taken to fix the problem. If you do not feel comfortable with reporting to management, please use the WeVow website to report the incident at [www.wevow.com](http://www.wevow.com). If the incident is of a nature which law enforcement is needed, please do not hesitate to call the non-emergency line 210-207-7273. If you feel you have been retaliated against after reporting an incident, please contact the the EEOC ([www.eeoc.gov](http://www.eeoc.gov)) and report it. Retaliation is against the law and will not be tolerated.