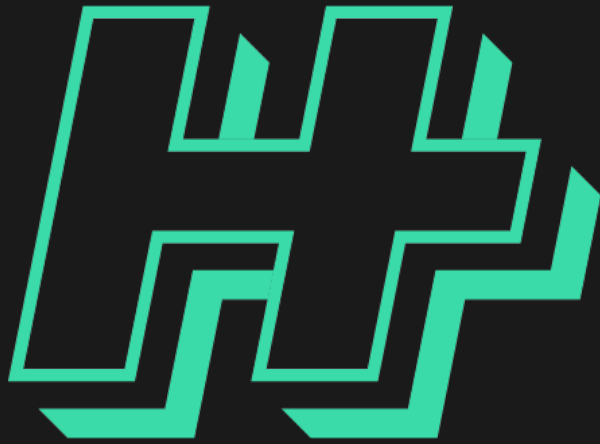




 **HAND & HEART**

1. INTRODUCTION: BREWDOG AFFECTED WORKERS PLATFORM REPORT



Introduction

On 8 February 2022, Hand & Heart (“H&H”) established [The BrewDog Affected Workers’ platform](#)⁽¹⁾ (“BAWP”), in collaboration with [Punks With Purpose](#)⁽²⁾ (“PWP”), a workers advocate group working for positive change. H&H provided the platform for affected BrewDog (“BD”) workers to independently register their employment experiences with BD, in support of PWP’s mission of tackling BD’s alleged cultural issues through positive action, and advocating for affected and/or aggrieved BD (ex)employees around the world. The purpose of the platform was to remove accounts of workplace experiences from social media, to increase safety for those coming forward, to help verify the actual number of claims/allegations against BD, to unify the experiences and decision-making on collective action, and to offer support and legal consideration to cases where possible.

On 8 February 2023, we are publishing *The BrewDog Affected Workers Platform Report* (“BAWPR”) after having completed the casework, and appropriate handover of applicable cases to relevant third parties. Representing a year of work and investigation, the BAWPR seeks to convert the experiences of workers negatively affected by BD’s workplaces into a meaningful legacy document that can inform learnings and change: not just for craft beer workers, but for all workers.

The report covers a broad range of topics beyond BD and is therefore lengthy. The issues at BD are, it is suggested, happening in an ecosystem of institutional failure, systemically upheld by a power structure of idolatry. This ecosystem reflects broader issues affecting craft beer workplaces and represents the patterns of mistreatment and systemic failings faced by workers in their workplaces worldwide. Just as craft beer has faced a workplace reckoning, workplaces across all industries are in the midst of an avalanche crisis that will result in defining, generationally relevant evolutions of what we know workplaces to be.

Our work with the platform has highlighted the shortcomings and systematic failures of labour law in Scotland, the UK and internationally, leaving many affected workers with no legal protection or recourse. These learnings have informed our positive action petition and campaign, called “Retaliation Legislation Reform” which stands as a positive legacy.

[Read more about Hand & Heart](#) ⁽³⁾

[Read more about our retaliation legislation campaign](#) ⁽⁴⁾

[Read more and/or listen to our podcasts about workplaces](#) ⁽⁵⁾

SUPER PUNK CORPORATE MELTDOWN



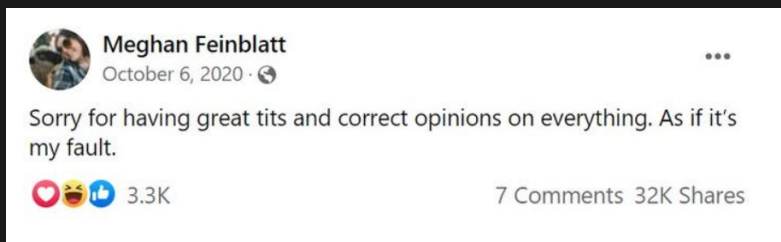
**A PODCAST ABOUT WORKER'S RIGHTS,
INSTITUTIONAL BETRAYAL & CORPORATE RETALIATION**

Super Punk Corporate Meltdown - A Podcast

Hand & Heart Media is the production platform of the enterprise. We focus on producing quality, narrative driven content focused on stories at the intersection of culture and the workplace. On August 9, 2022, we released the podcast Super Punk Corporate Meltdown. The podcast examines workers rights, institutional betrayal and corporate retaliation. The podcast features stories provided through a case study, in which we examined the events of six to seven months involving BrewDog.

a. How to Read the Report

1. The report contains content some readers may find distressing, detailing experiences of harassment and intimidation. We suggest caution for those who may be impacted by this content.
2. The report consists of 6 sections and a “Community Bonus”. All sections can be read and accessed individually. However, it is recommended that the report is read in full.
3. The report contains hyperlinks to sources/materials, and is concluded by a full references section, for the reader’s convenience.
4. Section 5 “Retaliation Legislation Reform” also serves as a standalone document to support H&H’s campaign to petition legislators in Scotland reconsider employment legislation relating to those experiencing retaliation from current and/or former employers. The document features a number of resources and calls-to-action to support the petition.
5. “Community Bonus” is the post amble of the report. The events connected to this report is/was/will be connected to the Internet. This was our effort to document the community conversation as it played out on social media. Besides, no one should apologise for having [great tits and an incredible meme game](#)⁽⁶⁾, earned from years of being chronically online.



Any questions or accessibility accommodation requests relating to this report can be sent to: admin@handandheart.eu.



b. Potential Criticisms

We anticipate criticism publishing the report. This is natural, indeed a fundamental part of democratic dialogue. We are confident in the results of our investigations. We believe publishing this report will highlight the need for legislators to reconsider statutory employment protections in light of our findings.

Our position and motivation for publishing the report is to help foster positive change, and to reconcile the public record, illustrating the behind the scenes of corporate dealings and how this affects workers. Our position has always been one of improvement, and we are firm believers in real accountability.

We have always and continue to have the utmost respect for current employees of BrewDog. Reiterating our [public statement ending engagement with BrewDog](#)^[2]: We want BrewDog to be a thriving global organisation with a safe and equitable workplace. We have no desire for anything else.” Our investigations and findings fully support this end and merely put a spotlight on where change and accountability are required to achieve this.

c. Disclaimer

This report is provided by H&H for the purposes of providing information on and about activities relating to the BrewDog Affected Workers' Platform, after having completed all possible casework on the Platform.

The content of this report is limited to H&H's investigations and analyses of cases and instances reported to H&H through the BrewDog Affected Workers Platform and independently, H&H's investigation of data publicly available at the time the report was created, and information deemed relevant by H&H in our sole discretion. H&H does not guarantee that access to, or the availability of data, will be available in relation to any of our analyses or the report. The report does not constitute a comprehensive review, but is intended to highlight such issues which H&H in its sole discretion considers materially relevant. Without limitation, this report expressly excludes: legal guidance or advice on any kind of subject, any opinion or statement as to the potential liability of any party anywhere in the world, any advice or opinion on the requirements of any regulated industry, including without limitation where elements of any industry form the subject matter of the report, any opinion or statement on behalf of any affiliate or owner entity of H&H or their authorised representatives.

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