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**Podcast: Invitation to Reply**

2 messages

**Kate Bailey** <kate@handandheart.eu>  
[REDACTED]@brewdog.com

Mon, Aug 1, 2022 at 3:30 PM

Dear BrewDog PR,

My name is Kate Bailey and I am the managing director of Hand & Heart GmbH. We intend to publish a podcast in August, titled Super Punk Corporate Meltdown. The podcast is about workers' rights, institutional betrayal and corporate retaliation and analyses events of the past six months involving the public events surrounding BrewDog as a case study to explore the above three topics. Today, I write to BrewDog to invite the company or representatives to provide a reply, comment, or participate in an interview regarding the factual claims made in the podcast.

Before we proceed with the details, I can inform you that we do not use the names of BrewDog employees at any time during the broadcast. However, one individual referred to is the CEO, and we only reference this individual in relation to statements he has made publicly, or verified reporting about him. Another individual is referred to as Chairman of the Board and is provided a nickname referenced through the podcast. Similarly, any discussion of this individual relates to publicly available documents and statements. We refer to any other individual as "BrewDog representative/s".

**Providing a response**

1. Please find attached a document ("SPCM\_FactualClaims") detailing all of the factual claims made in the podcast alongside the supporting evidence or verification used to support the claim. We encourage BrewDog to review the document, and we welcome BrewDog to respond to any claim they wish to provide a comment, rebuttal or statement for inclusion in the broadcast. The purpose of the document is to ensure BrewDog is given ample opportunity to not just respond within the scope of our questions, but to also respond to any and all factual claims made in the podcast.
2. Please find attached an additional document ("BrewDog01082022\_Questions") containing the questions we would invite BrewDog and their representatives to respond to. We again refer to the factual claims documented provided as the basis for these direct questions.

Once again, BrewDog is welcome to respond in writing, or, to request an interview, to be included in the broadcast. Further, if neither of these is suitable BrewDog is welcome to submit a written statement of response to the podcast and of course, we will ensure it is included in the broadcast. We invite any and all communication from BrewDog relating to any matter, as of course their participation is welcome relating to the resolution of any factual claims.

**Response Type and Deadline**

For a written response to direct questions, or for any such written statement, the deadline is 07.08.2022. If you wish to request an audio interview or soundbite be included, the deadline for the request is COB 04.05.22.

If we do not hear back before the deadline we will assume there is no desire to provide reply, comment or additional information.

**Alternative responses**

Should you wish to discuss any of the factual claims, please reply via email, or call me directly on +46735040547. For anything related to legal matters, please email [kate@handandheart.eu](mailto:kate@handandheart.eu) with the subject line reading "Legal Matter - SPCM". Kate will respond by CC'ing Hand & Heart's legal counsel from the applicable legal jurisdiction. The legal counsel will then respond to your concern directly and all communications will then be through legal counsel. The deadline is COB 05.08.22.

Many thanks

Kate

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[Pronouns: \(she/her\) / Connect on LinkedIn / Book Meeting \(Non-Urgent\)](#)

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**Invoice & Business Details:**

Hand & Heart GmbH / Reuterstrasse 80 / 12053 Berlin, GERMANY

Amtsgericht Berlin (Charlottenburg) | HRB 228961 B | VAT ID: DE344170431 | Steuernummer: 29/329/30687 | BAFA Consultant ID: 185675 |

Geschäftsführer: Kathleen Bailey

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## 2 attachments



**SPCM\_FactualClaims.pdf**  
183K



**BrewDog01082022\_Questions .pdf**  
67K

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**Kate Bailey** <kate@handandheart.eu>

Mon, Aug 8, 2022 at 9:03 AM

To: @brewdog.com

Cc: @brewdog.com, @brewdog.com

Dear BrewDog

The deadlines have passed for the invite for your right to reply. However, ***we'd love to extend you additional time, until the close of business today (08.08.2022)*** to raise any issues, answer any questions or issue a written statement. You may read the forwarded email below, and for your convenience, I have reattached the factual claims document and our questions.

Please feel free to take this additional time to do so, we encourage your participation. We've used the emails of executives/board of whom we have the contacts in order to leave no doubt we have strived to provide the company this opportunity.

Thank you

[Quoted text hidden]

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## 2 attachments



**SPCM\_FactualClaims.pdf**  
183K



**BrewDog01082022\_Questions .pdf**  
67K

**Questions, RE Factual Claims Document  
RE Podcast: Super Punk Corporate Meltdown  
Hand & Heart GmbH  
(business details provided in email signature)  
Sent: 01.08.22 via email [REDACTED]  
Deadline details per email.**

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## Preamble:

The following questions are based on the factual claims presented in the document (Factual Claims - Super Punk Corporate Meltdown also attached to the communications received. The questions are structured by topic. As noted in the communication received, we welcome any engagement on any of the points, in the manner and timeline stipulated in the email we sent this document with.

## Questions & Concerns

1. For all questions *unrelated* to legal matters, please reply to the email you have received. We will respond promptly.
2. For anything related to *legal matters*, please email [kate@handandheart.eu](mailto:kate@handandheart.eu) with the subject line reading "Legal Matter - SPCM". Kate will respond by CC'ing of the legal team representing Hand & Heart in the applicable legal jurisdiction, and our counsel will respond to your concern and handle communications thereafter.

## Wiser Appointment, Review, Charlotte Cook and Data Breach

- 1) When did BrewDog formally hire Wiser?
- 2) Did BrewDog instruct Wiser to investigate matters raised by participants in their anonymised interviews?
- 3) A BrewDog representative provided false information to a Wiser representative regarding the departure of Charlotte Cook.
  - a) How and why did BrewDog interact with the independent review?
  - b) Why do BrewDog's own employment records, provided to Ms Cook, contradict what Wiser stated a BrewDog representative had told them about Ms Cook's departure from the Company?
  - c) Why did BrewDog name Charlotte Cook in the OfCom complaint?

**Questions, RE Factual Claims Document  
RE Podcast: Super Punk Corporate Meltdown  
Hand & Heart GmbH  
(business details provided in email signature)  
Sent: 01.08.22 via email pr@brewdog.com  
Deadline details per email.**

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- d) Why does BrewDog claim Ms Cook is a founder of Punks With Purpose? How does the company uphold the claim?
- e) Why does BrewDog claim Ms Cook was a researcher for the BBC? How does the company uphold the claim?
- f) The OfCom complaint press release is now deleted from the BrewDog presshub, after being edited. Why?

#### **BrewDog use of Private Investigators**

1. Why did BrewDog use private investigators against former workers?
2. Did BrewDog provide names and/or contact details of former employees to private investigators?
3. Has BrewDog or the CEO ever paid for the service of "hacking" i.e.; accessing the data of another individual without their knowledge and/or consent?
4. Does BrewDog or any representatives have any knowledge of an individual named Anna who contacted former and current employees?
5. Who paid the investigators?

#### **Former workers accused of being engaged in criminal activities and/or "on a mission to damage the brand/CEO"**

1. There are two known legal proceedings underway against a former romantic partner of the CEO, whom the CEO paid to extract information from individuals, some of whom are former employees. Why did the CEO pay this individual for this task?
2. How did the CEO select former workers to be contacted by the individual?
3. A journalist for The Times enquired about another individual whom the CEO was accusing of blackmail, and claimed was a founder and member of Punks With Purpose. Text messages from the Punks With Purpose group chat prove the individual joined PWP on June 10, 2021 and left the group on June 14, 2022 as a result of the individual disagreeing with PWP refusal to shift from their "positive agenda" of change in the workplace. 63 current and former BrewDog employees as well as additional Letter signatories, have received no notice of proceedings against them.

**Questions, RE Factual Claims Document**  
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**Hand & Heart GmbH**  
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**Deadline details per email.**

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What evidence or comment can BrewDog or the CEO provide, which speaks to the claim that any other former employees were involved in the alleged conspiracy/vendetta?

4. The CEO has stated that perhaps his bad management style is the result of working on a fishing boat, difficulties with a parental relationship, experiences such as having acne, and more recently the potential of having light autism. What workplace focused rehabilitative training or support is being provided to the CEO, or undertaken by the CEO, to improve his management style?
5. BrewDog has implied multiple times that historical cases of workplace issues are disingenuous. What investigations on an individual case level have been performed to support this claim that these cases are disingenuous?
6. Given the substantial amount of claims of workplace issues globally, does BrewDog assert all claims are disingenuous?
7. If yes, what investigations have been performed to arrive at that conclusion/statement?
8. If not, what would define a case as genuine?
9. Most claims and allegations from former workers on the BrewDog Affected Worker's Platform and in the public domain regarding BrewDog do not relate to the CEO directly, but rather detail incidents with other offending individuals. How does the company plan to address these broader historical issues across their branches and franchises?

#### **Discussions with Hand & Heart**

1. The Chairman of the Board wrote and distributed a statement claiming Ms Bailey had "requested a fee" of 100,000. How does the company substantiate this claim?

#### **Miscellaneous**

1. Why has the company chosen not to reply to complaints from individuals regarding the handling of their data, or concerns around how their data was handled?

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**Hand & Heart GmbH**  
**(business details provided in email signature)**  
**Sent: 01.08.22 via email pr@brewdog.com**  
**Deadline details per email.**

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2. BrewDog has had knowledge of the claims and proceedings regarding the conspiracy relating to personal acquaintances of the CEO, and individuals he had contact with on Instagram generally in a romantic capacity, as opposed to former workers. Can BrewDog clarify if these legal proceedings relate to former workers/Punks with Purpose members, as alledged?



Kate Bailey <kate@handandheart.eu>

## Podcast: Invitation to Reply

2 messages

Kate Bailey <kate@handandheart.eu>  
To: [REDACTED]@wearewiser.com

Mon, Aug 1, 2022 at 3:30 PM

Dear Wiser and Representatives

*(I could not locate a press contact, therefore, am using the email address provided on the Wiser website. Please designate the email appropriately or alert the appropriate address in response.)*

My name is Kate Bailey and I am the managing director of Hand & Heart GmbH. We intend to publish a podcast in August, titled Super Punk Corporate Meltdown. The podcast is about workers' rights, institutional betrayal and corporate retaliation and analyses events of the past six months involving the public events surrounding BrewDog (and in some cases Wiser) as a case study to explore the above three topics. Today, I write to Wiser to invite the company or representatives to provide a reply, comment, or participate in an interview regarding the factual claims made in the podcast.

Before we proceed with the details, I can inform you that we do not use the names of Wiser employees at any time during the broadcast. The references used are "Wiser representative/s" or "Wiser team".

### Providing a response

1. Please find attached a document ("SPCM\_FactualClaims") detailing all of the factual claims made in the podcast alongside the supporting evidence or verification used to support the claim. We encourage Wiser to review the document, and to respond to any claim they wish to provide a comment, rebuttal or statement for inclusion in the broadcast. The purpose of the document is to ensure Wiser are given ample opportunity to not just respond within the scope of our questions, but to also respond to any and all factual claims made in the podcast.
2. Please find attached an additional document ("Wiser010822\_QUESTIONS") containing the questions we would invite Wiser and their representatives to respond to. We again refer to the factual claims document provided as the basis for these direct questions.

Once again, Wiser is welcome to respond in writing directly to questions or factual claims, or, to request an interview, to be included in the broadcast. Further, if neither of these is suitable Wiser is welcome to submit a written statement of response to the podcast and of course, we will ensure it is included in the broadcast. We invite any and all communication from Wiser relating to any matter, as of course their participation is welcome relating to the resolution of any factual claims.

### Response Type and Deadline

For a written response to direct questions, or for any such written statement, the deadline is 07.08.2022. If you wish to request an audio interview or soundbite be included, the deadline is 04.08.22.

If we do not hear back before the deadline we will assume there is no desire to provide reply, comment or additional information.

### Alternative responses

Should you wish to discuss any of the factual claims, please reply via email, or call me directly on [REDACTED] [REDACTED]. For anything related to legal matters, please email [kate@handandheart.eu](mailto:kate@handandheart.eu) with the subject line reading "Legal Matter - SPCM". Kate will respond by CC'ing Hand & Heart's legal counsel from the applicable jurisdiction. The legal counsel will then respond to your concern directly and all communications should then be through legal counsel. The deadline for this is COB 05.04.22.

Many thanks

Kate

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[Pronouns: \(she/her\) / Connect on LinkedIn / Book Meeting \(Non-Urgent\)](#)

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[Invoice & Business Details](#):

Hand & Heart GmbH / Reuterstrasse 80 / 12053 Berlin, GERMANY

Amtsgericht Berlin (Charlottenburg) | HRB 228961 B | VAT ID: DE344170431 | Steuernummer: 29/329/30687 | BAFA Consultant ID: 185675 |

Geschäftsführer: Kathleen Bailey

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## 2 attachments



**SPCM\_FactualClaims.pdf**

183K



**Wiser01082022\_SPCM\_Questions.pdf**

66K

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**Kate Bailey** <kate@handandheart.eu>

Mon, Aug 8, 2022 at 8:56 AM

To: [hello@wearewiser.com](mailto:hello@wearewiser.com), [hello@wearewiser.com](mailto:hello@wearewiser.com)

Dear Wiser

The deadlines have passed for the invite for your right to reply. However, ***we'd love to extend you additional time, until the close of business today (08.08.2022)*** to raise any issues, answer any questions or issue a written statement.

Please feel free to take this additional time to do so, we encourage your participation.

Thank you

Kate

[Quoted text hidden]



**Questions, RE Factual Claims Document**  
**RE Podcast: Super Punk Corporate Meltdown**  
**Hand & Heart GmbH**  
**(business details provided in email signature)**  
**Sent: 01.08.22 via email [hello@wearewiser.com](mailto:hello@wearewiser.com)**  
**Deadline details per email.**

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## Preamble:

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  2. For anything related to *legal matters*, please email [kate@handandheart.eu](mailto:kate@handandheart.eu) with the subject line reading "Legal Matter - SPCM". Kate will respond by CC'ing of the legal team representing Hand & Heart in the applicable legal jurisdiction, and our counsel will respond to your concern and handle communications thereafter.
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## **Questions - General**

1. When was Wiser hired by BrewDog?
2. How was the working relationship between Wiser and BrewDog established?
3. 12 former BrewDog employees we have spoken with in both the U.K. and U.S. who left the BrewDog in the last 18 months have stated they did not receive any contact from Wiser about participating in the review process. As this contradicts public statements from Wiser regarding contacting former BrewDog employees for the purposes of the review, can Wiser elaborate on why these former employees were not contacted?

**Questions, RE Factual Claims Document**  
**RE Podcast: Super Punk Corporate Meltdown**  
**Hand & Heart GmbH**  
**(business details provided in email signature)**  
**Sent: 01.08.22 via email hello@wearewiser.com**  
**Deadline details per email.**

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4. A Wiser representative stated that the quote referenced in BrewDog's OfCom Complaint Press Release (<https://web.archive.org/web/20220303135416/https://presshub.brewdog.com/presshub/bbc-complaint>) did not come from them. Subsequently, on April 6th, Wiser issued a statement saying that it did – but was not related to the review. The statement contradicts the findings of the review:
  - a) How does Wiser account for their independence, when they were providing specific opinions on matters which have now been proven to be factually false, as it is now public knowledge the legal proceedings of the CEO involve a former romantic partner unrelated to any former employees?
  - b) How does Wiser respond to the issue of two different opinions on the same matter, one in their report findings and the other in the public and media domain?
5. Regarding the private legal opinion, can Wiser explain why none of the individuals publicly implicated by BrewDog and the CEO, have been contacted to respond and provide evidence regarding the claims against them?
6. Would Wiser like to clarify which specific individuals are a part of the small group of individuals on a mission to damage the brand?
7. Can Wiser clarify which actions regarding former employees, and especially ones who participated in the review, were defined as extreme and equating to brand damage?
8. Was Wiser ever in contact with investigators from Integritas, or other investigators working for the CEO and BrewDog? If yes, what was the nature of this contact?

#### **Questions - Data Breach**

1. Wiser's response to Charlotte Cook's SAR indicates that Wiser staff were listening to, and sharing, public communications from a Participant, Charlotte Cook, and noting it as "interesting listening". What was the purview or scope for these internal discussions?
2. Can Wiser, or the representatives taking notes and sharing participant information with BrewDog, explain why the information held by Wiser about Charlotte Cook's departure from the company contradicts the information held on file by BrewDog? (NB: Ms Cook resigned due to health reasons, and was not facing termination)

**Questions, RE Factual Claims Document**  
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**Hand & Heart GmbH**  
**(business details provided in email signature)**  
**Sent: 01.08.22 via email hello@wearewiser.com**  
**Deadline details per email.**

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3. There is data that was returned in Charlotte Cook's SAR and this data clearly shows the statement "BrewDog said", referring to the reasons for Ms Cook's departure:
  - a) Who at BrewDog provided the information regarding Ms Cook's departure?
  - b) Why was BrewDog contacted about the case when the Participant was Participating under the premise of anonymity – as indicated in Wiser's public statement, and in communications from the Wiser to Participants?
4. Why did the representative who received the information supplied by BrewDog about Ms Cook's departure, not ask or clarify with Ms Cook?
5. Does Wiser have any comment regarding BrewDog's response to Charlotte Cook's SAR includes Ms Cook's resignation letter, praise from managers, and the letter regarding Ms Cook's disciplinary process, in which BrewDog states the punishment would not extend beyond a warning?
6. In Wiser's response to Charlotte Cook's SAR, a note from a Wiser representative states Ms Cook had a "selective memory". How does Wiser substantiate or support this claim? Would Wiser consider this claim to be the result of an objective opinion?
7. Can Wiser describe how Participants were anonymised, given names and information appears clearly on documentation?
8. Can Wiser provide insights into how the independence of the review is protected when the anonymity of participants has been breached?
9. Would Wiser like to provide a comment or statement on why the complaint/clarity letter from Ms Cook was ignored?
10. Would Wiser like to provide comment on why they have chosen not to reply to participants of the BrewDog review and individuals in the public space asking for further clarity on data breaches?
11. Have any Wiser employees been disciplined in relation to their actions and/or indiscretions against review participants during the course of the BrewDog Review?
12. Will Wiser:
  - a) apologise to aggrieved individuals for their experiences with the Wiser?
  - b) improve their data handling processes?

**Factual Claims - Super Punk Corporate Meltdown**  
**01.08.22**

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Preamble:

The following statements will appear in the publication "Super Punk Corporate Meltdown", due to be published by the German based company, Hand & Heart GmbH. For the express purpose of ensuring accuracy in the broadcast, we have included all claims about third parties or claims involving third parties. For each claim, we have provided notes on how the claim was verified. If the claim has been verified, and therefore is included, it is because the determination has been that the factual evidence that is sufficient, reliable, and appropriate. There are seven broadcast packages representing the broadcast. Each claim has been categorised based on the broadcast package in which it appears.

Questions & Concerns

1. For all questions *unrelated* to legal matters, please reply to the email you have received. We will respond promptly.
2. For anything related to *legal matters*, please email [kate@handandheart.eu](mailto:kate@handandheart.eu) with the subject line reading "Legal Matter - SPCM". Kate will respond by CC'ing of the legal team representing Hand & Heart in the applicable legal jurisdiction, and our counsel will respond to your concern and handle communications thereafter.

## Podcast: Invitation to Reply

2 messages

Kate Bailey <kate@handandheart.eu>  
To: [REDACTED]@stevenbartlett.com

Mon, Aug 1, 2022 at 3:30 PM

Dear [REDACTED]

My name is Kate Bailey and I am the managing director of Hand & Heart GmbH. We intend to publish a podcast in August, titled Super Punk Corporate Meltdown. The podcast is about workers' rights, institutional betrayal and corporate retaliation and analyses events of the past six months involving the public events surrounding BrewDog as a case study to explore the above three topics. Today, I write to you to invite you reply, should you wish, in regards with what we plan to broadcast. It is my understanding you are [REDACTED] for the program. We do not use the name of the podcast or any individuals names from the organisation during the broadcast and therefore it will also not appear in transcripts.

| Referenced Material  | Note  |
|--|---|
| CEO Interview with Steven Bartlett on Diary of a CEO - ca. 1:09:00 | <a href="https://podcasts.apple.com/gb/podcast/e157-brewdog-founder-the-untold-story-of-one/id1291423644?i=1000568700692">https://podcasts.apple.com/gb/podcast/e157-brewdog-founder-the-untold-story-of-one/id1291423644?i=1000568700692</a> |

We have been provided access to communications that indicate your program does not want to offer a right of reply to Ms Charlotte Cook, whose story was discussed in your podcast, and Punks With Purpose, whose members were implicated as being involved in legal proceedings undertaken by the CEO of BrewDog. We understand, you have access to these communications as we can see they are with your team, thus, we shall not provide them here. The factual claims made in the podcast are based on these communications.

1. Why has your entity not yet engaged with Ms Cook, Punks with Purpose, or other former workers expressing their concerns about what the CEO of BrewDog said about them on your program?
2. Do you intend to reply?
3. Do you intend to offer those referenced with falsehoods the chance to clarify their side of the story?
4. Are you aware some of the individuals contacting you have sought whistleblower status for the claims?
5. What fact check mechanisms are used to verify the information, or in the case of Mr Watt, representations of groups or individuals, are made with established facts?
6. Do you wish to provide a comment or statement in response to be included in the broadcast?

Should you wish to discuss any of the above, please reply via email. You are welcome to provide any written statement, reply or comment you like, for inclusion in the broadcast. The deadline is COB 05.08.22. For anything related to legal matters, please email [kate@handandheart.eu](mailto:kate@handandheart.eu) with the subject line reading "Legal Matter - SPCM". Kate will respond by CC'ing Hand & Heart's legal counsel from the applicable legal jurisdiction. Our counsel will then handle communications thereafter. The deadline is also COB 05.08.22.

Many thanks  
Kate

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Hand & Heart GmbH / Reuterstrasse 80 / 12053 Berlin, GERMANY

Amtsgericht Berlin (Charlottenburg) | HRB 228961 B | VAT ID: DE344170431 | Steuernummer: 29/329/30687 | BAFA Consultant ID: 185675 |

Geschäftsführer: Kathleen Bailey

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have received this email by mistake, please advise the sender immediately and delete the email, including emptying your deleted email box. For more information on how we store, process, and retain data please contact [hello@handandheart.eu](mailto:hello@handandheart.eu).

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**Kate Bailey** <kate@handandheart.eu>  
To: [REDACTED]@stevenbartlett.com

Mon, Aug 8, 2022 at 8:58 AM

Dear [REDACTED]

The deadlines have passed for the invite for your right to reply. However, ***we'd love to extend you additional time, until the close of business today (08.08.2022)*** to raise any issues, answer any questions or issue a written statement.

Please feel free to take this additional time to do so, we encourage your participation.

Thank you

[Quoted text hidden]

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**Podcast: Invitation to Reply**

7 messages

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**Kate Bailey** <kate@handandheart.eu>

Mon, Aug 1, 2022 at 3:30 PM

To: [REDACTED]

Dear [REDACTED]

My name is Kate Bailey and I am the managing director of Hand & Heart GmbH. We intend to publish a podcast in August, titled Super Punk Corporate Meltdown. The podcast is about workers' rights, institutional betrayal and corporate retaliation and analyses events of the past six months involving the public events surrounding BrewDog as a case study to explore the above three topics. Today, I write to you as an interaction you with an individual is described in the podcast. We do not use your name at any time during the broadcast and therefore it will also not appear in transcripts. You are referred to as "the journalist".

Additionally, we reference your piece *BrewDog's James Watt on being accused of bullying and harassment* (<https://www.thetimes.co.uk/article/brewdogs-james-watt-on-being-accused-of-bullying-and-harassment-3nn6bnsqp>) and specific topics you report in the piece. Much of the content around your piece involves the expression of honest opinion directly linked to the reporting.

Regarding the interactions you had with sources, here are the factual claims made in the podcast:

1. In late March 2022, you exchanged emails with the Punks with Purpose Collective.
2. Punks with Purposes clarified that Charlotte Cook was not a founding member of Punks with Purpose.
3. Punks with Purposes provided evidence that the individual you named as being involved in criminal proceedings started by James Watt was not a founder of Punks With Purpose, nor was a "member" for more than four days. Punks With Purpose shared evidence this individual left the group due to a disagreement regarding the positive agenda of the group.
4. On April 12, 2022, you exchanged text messages with a source named Fanny Wandel. In the broadcast, Ms Wandel describes this exchange and noted, *"he wrote back stating, me, the individual whose workplace was revealed and the CEO didn't understand how journalism works"*.

This quote was verified after viewing the raw conversation and retaining a screenshot of the text messages exchanged. The text referenced, sent April 12, reads: *"I'm afraid all of you, Rob included, and indeed James, don't seem to understand how journalism works."*

Should you wish to discuss any of the above factual claims, please reply via email. You are welcome to provide any written statement, reply or comment you like, for inclusion in the broadcast.

The deadline is COB 05.08.22. For anything related to legal matters, please email [kate@handandheart.eu](mailto:kate@handandheart.eu) with the subject line reading "Legal Matter - SPCM". Kate will respond by CC'ing Hand & Heart's legal counsel from the applicable legal jurisdiction. Our counsel will then handle communications thereafter. The deadline is also COB 05.08.22.

Many thanks  
Kate

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Amtsgericht Berlin (Charlottenburg) | HRB 228961 B | VAT ID: DE344170431 | Steuernummer: 29/329/30687 | BAFA Consultant ID: 185675 |

Geschäftsführer: Kathleen Bailey



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**Kate Bailey** <kate@handandheart.eu>

Mon, Aug 1, 2022 at 3:30 PM

To: [REDACTED]

Dear [REDACTED]

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It is important to note:

1. You are not mentioned by name at all in the broadcast and therefore your name will not appear in any transcripts or materials relating to the podcast. You are referred to as "BrewDog PR representative".
2. Similarly, the name of your employer/the company you work for is not mentioned at all.

In the broadcast, a source describes an interaction they had with you. Please find attached a transcript of this description. You are also referred to as "BrewDog's PR representative" during a discussion regarding an email sent from a representative of a company called Wiser. The factual claims presented have been verified with copies of communications, witness corroboration or information in news outlets.

Should you wish to contest any of the above factual claims, please reply via email. For anything related to legal matters, please email [kate@handandheart.eu](mailto:kate@handandheart.eu) with the subject line reading "Legal Matter - SPCM". Kate will respond by CC'ing Hand & Heart's legal counsel from the applicable legal jurisdiction. Our counsel will then handle communications with you directly.

Thank you  
Kate

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[Pronouns: \(she/her\) / Connect on LinkedIn / Book Meeting \(Non-Urgent\)](#)

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**Invoice & Business Details:**

Hand & Heart GmbH / Reuterstrasse 80 / 12053 Berlin, GERMANY

Amtsgericht Berlin (Charlottenburg) | HRB 228961 B | VAT ID: DE344170431 | Steuernummer: 29/329/30687 | BAFA Consultant ID: 185675 |

Geschäftsführer: Kathleen Bailey

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[REDACTED] **Appendix010822.pdf**

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**Kate Bailey** <kate@handandheart.eu>

Mon, Aug 8, 2022 at 8:53 AM

To: [REDACTED]

Dear [REDACTED]

The deadlines have passed for the invite for your right to reply. However, ***we'd love to extend you additional time, until the close of business today (08.08.2022)*** to raise any issues, answer any questions or issue a written statement.



Please feel free to take this additional time to do so, we encourage your participation.

Thank you

Kate

[Quoted text hidden]