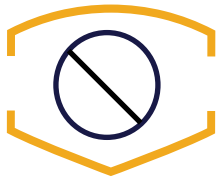


Code of Conduct



Promote
Goodwill



Act
Responsibly



Be
Inclusive



Treat everyone
with **Respect**

As a member of the Independent Brewers Association we pledge:

We will behave in a professional manner and will uphold the reputation of the independent brewing industry and the other organisations with which we interact.

We will seek to comply with applicable federal, state and local laws and in all cases will not willfully violate the law.

We will respect the human dignity of all individuals and groups we interact with, regardless of race, colour, sex, sexual orientation, gender expression, age, disability, size or appearance, religion, or nationality.

We will promote goodwill and cooperation within the industry.

We will respect the confidentiality of sensitive information about IBA members, such as information shared at the annual members meeting.

We will act at all times in accordance with ethical standards and in the best interest of the independent brewing industry.