

BEERBLEFISH 

BREWING  CO.

Easy Read Version

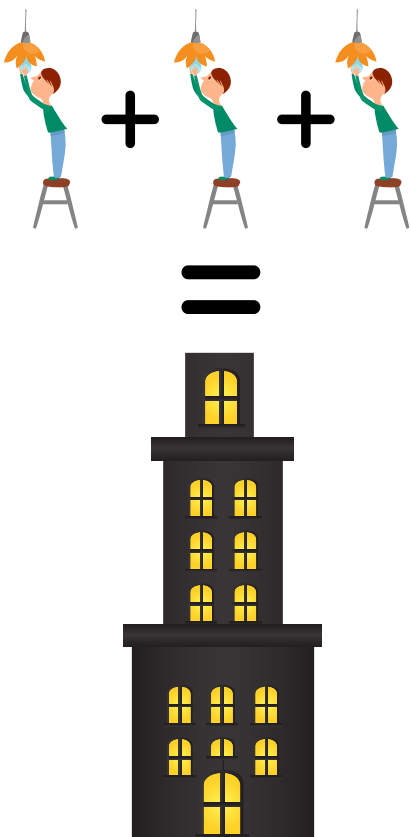
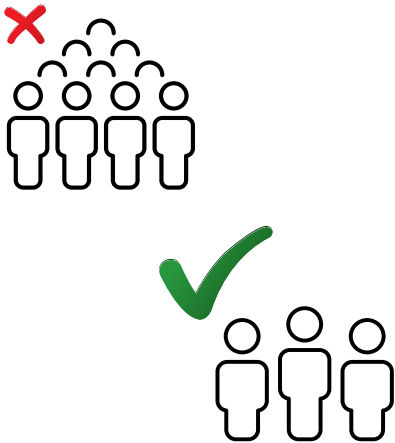
BEERBLEFISH BREWING CO.

Impact Report

2020



This is an easy read version of the Beerblefish Brewing Co.'s Impact Report for 2020. It includes all of the main points from the report. If you would like all of the detail, please look at the report itself.



Introduction

Beerblefish Brewing Co. is a very small brewing company. It can be difficult for small companies to make an impact on helping the community and the environment. This is because they have fewer resources and staff to help.

Beerblefish believes that even small companies should try to help the community and the environment.

They believe that small changes add up to big changes after a while.

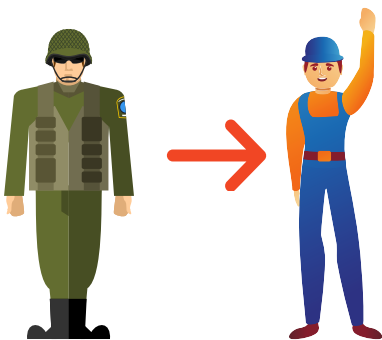
Beerblefish's Aims



Beerblefish aims to brew fantastic beer and have fun doing it. This means that Beerblefish wants its staff to enjoy their work.



The owners are transparent with staff about the good and bad things that happen to the company. The owners share the company's financial information with the staff.



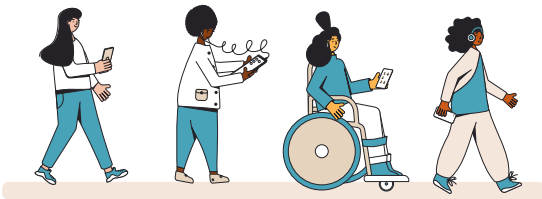
Beerblefish aims to help people who were in the military to get jobs when they leave the military.



The company had an employee who used to be in the army. He left in 2020 and got a new job with a big company. That means Beerblefish succeeded in helping him to get a job outside of the army.



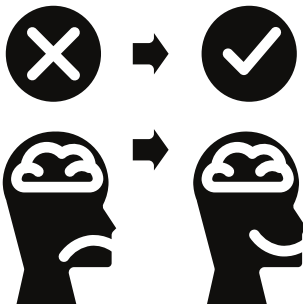
Beerblefish aims to pay at least the living wage to all staff. In 2020, Beerblefish did pay all its staff at least the living wage.



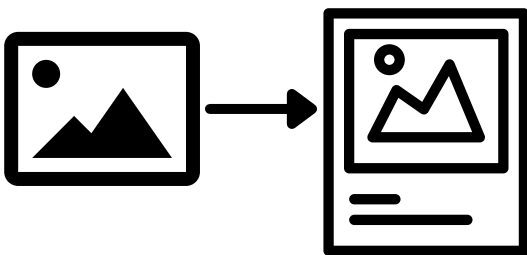
The Work in Progress Group

Beerblefish joined a group of breweries called Work in Progress.

The group wants to improve the representation of people from groups who are not well represented in the brewing industry.



To help with this, Beerblefish made some changes to how it does things.



These changes include adding alternative text to pictures in social media posts. This makes it easier for people who cannot see very well to understand what is in the picture.



Beerblefish also changed the style of some of its beer labels. These changes made the labels easier to read.



Beerblefish has workers from different backgrounds. 3 of the workers are men and 2 are women.



Beerblefish made a new website.

As preparation, they asked people who cannot see very well what would help them to use the website.



They also asked people what they would like the company's online shop to be like. This helped Beerblefish to make the new website more accessible and inclusive.

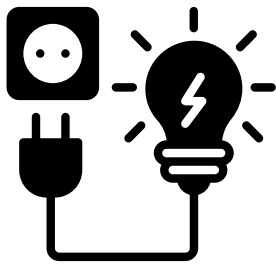


Environment

Beerblefish believes that helping the environment is the most difficult thing for it to have an impact on.



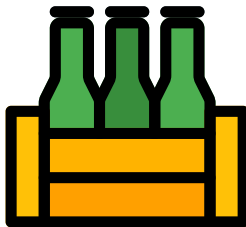
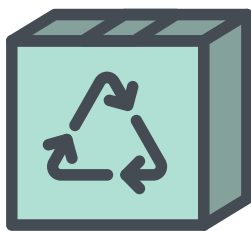
This is partly because of the cost and availability of more environmentally friendly services. These services include rubbish and recycling collection.



Beerblefish recycles all of its food waste. It uses a company called ReFood to do this.

ReFood turns the grain and hops Beerblefish has used into electricity and fertiliser.

This helps Beerblefish to reduce its impact on the environment.



Beerblefish uses a lot of cardboard boxes for packing bottles of beer. Beerblefish also receives a lot of things in cardboard boxes.

The company tries to reuse as many cardboard boxes as possible instead of throwing them away.

Beerblefish also uses some plastic crates so that it doesn't need to use cardboard boxes as much.



Beerblefish is planning to use more recycling services. These include recycling batteries and printer cartridges.



Helping Charities

In 2020, Beerblefish made a beer called Resilience XPA. They donated the money they made from it to a charity in Australia.

This was to help people affected by the bushfires there.



Beerblefish also donated some of the Resilience XPA beer to some people who put on a concert.



The beer was served at the concert. The concert was to raise more money for charities supporting bushfire victims.



Anti-Slavery Measures

Beerblefish believes it is important to stop people being made to be slaves.



To help with this, Beerblefish pays its staff the living wage. Beerblefish also tries not to contact staff when they are not working.



Beerblefish checks that its suppliers are also trying to help stop slavery. It does this by reading about what the suppliers have done to help stop slavery.

Beerblefish's decision whether to use a supplier is partly based on this.



Conclusion

Beerblefish thinks it did a lot in 2020 to help the community and the environment.

But Beerblefish thinks it can do more in the future.



Thank You

Thank you for reading this report.

Thank you to everyone who helped Beerblefish to do all of the things mentioned in the report.

Thank you to the people who wrote the report and this easy read version.