



## **Welcome to Heron & Brearley Group – Your journey starts here**

As a valued member of our team, you are part of a diverse, energetic, and growing family of businesses that share a bold vision: to deliver exceptional service, unforgettable experiences, and operational excellence across every sector we touch.

With over 850 dedicated colleagues and a footprint that spans the Isle of Man and the UK, our group is made up of distinct businesses, each with its own personality, strengths, and expertise—but all joined together through a shared commitment to our people, our customers, and our communities.

## **At the Heart of our community and the Isle of Man**

We're proud to say that our reach touches every corner of the Island's community. Whether it's:

- Creating memorable moments in our vibrant Okell's pubs, with great hospitality at the heart of our operation,
- Offering convenience and value through our retail, food to go and forecourt stores, open day and night,
- Delivering on time, in full every time through our logistics network, moving everything from express parcels to oversized freight,
- Supplying the Island's hospitality sector through our wholesale drinks business with world leading brands, or
- Brewing tradition and taste from our world-famous Okell's brewery, crafting Manx beers for over 175 years under the Island's purity laws—

We serve with pride, passion, and purpose!

## **Beyond the Island**

Our presence extends across the UK, with lively pubs in Liverpool, Chester, and Yorkshire, and a thriving logistics hub in the Northwest, connecting communities and businesses with speed and reliability.

## **Your Guide to Success**

This employee handbook is your go-to resource for understanding your role, our expectations, and the values that drive us. No matter which part of the business you're in, this guide will help you navigate our culture, policies, and procedures with confidence.

## **Together, We Thrive**



We're building a workplace where collaboration, respect, and empowerment are more than just words—they're how we work every day. Our success is powered by the knowledge, energy, and dedication of our people. By working together and delivering as one team, we move closer to our vision of being our communities' favourite business.

Thank you for being part of our journey.

**Mark Crowther**

***Executive Chair***