

SOCIAL EQUITY PLAN

Overview

We are dedicated to serving and supporting the areas around us which have been disproportionately impacted by the failed war on drugs. Cannabis businesses have an obligation to support the health and well-being of their customers as well as the communities that have had historically high rates of arrest, conviction, and incarceration related to marijuana crimes. It is our intention to be a contributing, positive force in areas of disproportionate impact and to assist in changing the perception of those associated with marijuana use.

Positive Impact Goals

1. Increase the percentage of our employees who reside in an area of disproportionate impact or have lived for five of the preceding ten years in an area of disproportionate impact to at least 10% in 2 years and 20% in 5 years.
2. Hire at least one individual with a drug-related expungable offense (who is otherwise legally employable in a cannabis-related enterprise) per year for each of the next two years and at least 2 such individuals per year in years 3-5.

Positive Impact Plan Programs

The Dispensary Manager will administer the Social Equity Plan (the "Plan"). The Dispensary Manager will be responsible for developing measurable outcomes and ensuring we continue to meet our commitment to provide support and make positive contributions to areas of disproportionate impact. They will explore opportunities to form philanthropic partnerships in the community to implement and enhance the Plan.

To provide continuing service and reinvestment into areas of disproportionate impact, we are committed to continuing our programming, restorative justice, workforce development, industry specific technical assistance, and mentoring services in areas of disproportionate impact.

We are committed to hosting and participating in events in areas of disproportionate impact; such events will include community service days, charity events, and educational seminars. We will focus hiring and education efforts on diverse populations including individuals from Black, African American, Hispanic or Latinx descent and will add questions to our employment application to immediately identify and prioritize these candidates for in-person interviews. We will require all executives, managers, and employees to participate in our Implicit Bias training.

We will organize a quarterly community service day at each location. Each community service day will be organized with a charitable or local organization that serves individuals that are over the age of 21 in an area of disproportionate impact.

Measurement and Accountability

In order to ensure that we are meeting our community impact goals, we will take the following measurement and accountability steps:

- Management will meet at least twice annually to assess social equity hiring goals and our progress -
 - The assessment will also include a remediation plan to meet the goals if the company is not on track to meet them by the specified time period; or
 - If the company has met the goal early, determine if the goals need to increase
- Survey employees to ensure that community impact and diversity goals are being met and identify potential issues or areas of concern
- Review the advancement of employees from areas of disproportionate impact and those with drug convictions to ensure that they are receiving earned promotions in the company