



420 Factory

AU-R-001121

This entity qualifies for the Bronze level tier of
the Social Equity All-Star Program



SOCIAL EQUITY PLAN

Of

420 Factory, LLC

Social Equity Plan

420 Factory, LLC adopts the following plan to promote and encourage participation in the marijuana industry by people from communities that have been disproportionately impacted by marijuana prohibition and to positively impact those communities. Furthermore, the following plan outlines the efforts 420 Factory will utilize to support the Social Equity Program administered by the Cannabis Regulatory Agency of the State of Michigan.

General Policy and Procedures

420 Factory will utilize mentorship possibilities, employment opportunities, and investing in the local community to promote social equity. In addition, 420 Factory has established a policy for maintaining dedication and support to social equity efforts in the Detroit community and around Michigan. Finally, 420 Factory will provide employees with continuing education and resources on the topic of social equity and any recent developments with the CRA's Social Equity Program.

Social Equity Partner Membership and Employment Opportunities

420 Factory is committed to supporting the Social Equity Program as one of the owners resides in a community recognized as being disproportionately impacted by marijuana prohibition. Moreover, 420 Factory aims to create employment opportunities for other members of communities who have been disproportionately impacted by marijuana prohibition. To achieve this objective, 420 Factory attends Detroit-based job fairs and advertises job opportunities at its facility. In advertising these job opportunities, 420 Factory promotes the fact that those individuals with previous marijuana charges are encouraged to apply. 420 Factory will seek to mentor and give employment opportunities to potential participants of the CRA's Social Equity Program and other members of the local community who are interested in entering the marijuana industry.

Community Investment

Located in a community that is disproportionately impoverished and experiencing a lasting impact from the prior criminalization of marijuana, 420 Factory has and will continue to donate in-kind and monetary support to Detroit-based organizations dedicated to serving the local community. For instance, 420 Factory has and continues to seek opportunities to partner with local nonprofits like the Boys & Girls Club of Southeastern Michigan and Detroit Impact. Furthermore, the business hosts service opportunities and gives back to the local, Detroit community through holiday food drives, collecting and donating school supplies, and donating gifts to local families for Christmas.