



Green Pharm

AU-R-001115

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



No Limit Investment Group, LLC dba GreenPharm

Social Equity Plan

The criminalization of drugs, including cannabis, has had profound effects on families and communities of color, negatively impacting them on all socioeconomic fronts. As an adult-use retail business operating in Detroit, No Limit Investment Group, LLC d/b/a GreenPharm is committed to prioritizing social equity within its nearby and surrounding neighborhoods. GreenPharm will implement policies to carry out the goals and objectives of this Social Equity Plan. Creating Neighborhood outreach events for the surrounding neighborhoods within a 25-mile radius at least twice a year.

Employee Engagement

- Incentivized employee volunteer program to engage employees with the local community

Employment and Education

- At least 50 percent of GreenPharm staff reside in Detroit
- Living wages of at least \$15/hour paid to all staff
- Community education sessions are held regularly to educate the community about career opportunities, the safe and legal use of cannabis issues, etc.

Employee Engagement

- Incentivized employee volunteer program with employees in the local community

Community Outreach

- A minimum of .25 percent of gross revenue is donated annually to a Detroit-based nonprofit organization or the City of Detroit's social equity and substance abuse prevention fund.
- Food and clothing drives
- Back to School donations/giveaways
- Philanthropic commitments to local churches, civic and community organizations

Measurement

Yearly GreenPharm will evaluate the outcomes of its social equity initiatives by establishing goals for attendance and engagement at community events and annual employee volunteerism; regular review of philanthropic priorities and giving; ongoing staff demographic and competitive salary review; and staff participation in training and development opportunities.