Herbology Cannabis Co

AU-R-000126

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

CANNABIS REGULATORY AGENCY

Social Equity Plan
ROYAL HIGHNESS, LLC

Royal Highness, LLC (the "Company") is dedicated the social equity requirements of MRTMA, where applicable. The goal of the Plan is to encourage greater participation from those who are or have been disproportionately impacted by the enforcement and prohibition of marijuana.

The company will be an equal opportunity employer. We commit to hiring the highest quality employment applicants regardless of race, creed, color, religion, sex, disability, age, socioeconomic status, political views, veteran status, national origin, or drug conviction status (unless the conviction precludes employment per LARA-CRA laws and regulations). We will hire and train diverse staff sourced from the local talent pool.

General Equal Employment Opportunity (EEO) policies include ensuring:

- That the hiring team interviewing and hiring new personnel are implementing our diversity policies
- All employees are sufficiently aware of and trained (and annually re-trained) on our EEO commitments and policies, including our affirmative action plan
- That the hiring team regularly reviews all employee files to assess and determine candidates for promotion
- That the hiring team is engaged with local trade schools, universities, and colleges with diverse student bodies for recruitment purposes
- That the hiring team advertises job openings in a variety of media, a sufficient number of which are targeted to diverse groups
- Reasonable accommodations to the religious observances and practices of diverse employees

We will also offer opportunities to diverse vendors, contractors, and other service providers throughout our region to encourage their participation in furtherance of mutually beneficial success. We have sought opportunities with diverse groups and participants, which are vendors, contractors, suppliers, and other service providers as well as employees to enhance the participation of such groups in furtherance of the Plan.

Non-discrimination. We will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their manager. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.