



# Highly Cannaco of Harrisville

AU-R-001141

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

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## Highly Cannaco of Harrisville AU-R-001141

### Social Equity Plan

Highly Cannaco is committed to fostering a socially equitable and inclusive workplace that empowers our employees and positively impacts the Harrisville community. This social equity plan outlines our strategies to promote financial well-being, employment opportunities, educational programs, and training initiatives for our employees.

#### **Financial Well-Being**

- **Competitive Compensation:** We will offer competitive wages and benefits packages that are above industry standards and the cost of living in Harrisville.
- **Financial Literacy Programs:** We will provide access to financial literacy workshops and resources to help employees manage their finances effectively, including budgeting, saving, and investing.
- **Employee Assistance Programs (EAPs):** We will offer confidential counseling services to help employees address financial concerns and other personal challenges.

#### **Employment Opportunities**

- **Diverse Hiring Practices:** We will actively seek out and hire individuals from diverse backgrounds, including those from marginalized communities and those who have low level marijuana offenses.
- **Career Advancement Opportunities:** We will provide clear pathways for career advancement, including training and mentorship programs, to help all employees reach their full potential.
- **Flexible Work Arrangements:** We will offer flexible work arrangements, such as flexible scheduling, to accommodate the needs of our employees.
- **Inclusive Workplace Culture:** We will foster a welcoming and inclusive workplace culture where all employees feel valued and respected.

#### **Educational Programs**

- **On-the-Job Training:** We will provide ongoing on-the-job training to help employees develop new skills and advance their careers.

- **Professional Development Opportunities:** We will offer professional development opportunities, such as conferences and workshops, to help employees stay up-to-date on industry trends and best practices.

### **Training Programs**

- **Cannabis Industry Training:** We will provide comprehensive training on cannabis industry regulations, safety protocols, and product knowledge.
- **Customer Service Training:** We will provide customer service training to ensure that our employees can provide excellent customer experiences.
- **Diversity, Equity, and Inclusion Training:** We will provide diversity, equity, and inclusion training to promote a more inclusive workplace.
- **Mental Health Training:** We will provide mental health training to help employees recognize and address mental health concerns.

By implementing these strategies, Highly Cannaco aims to create a positive and sustainable impact on the financial well-being, employment opportunities, and educational development of our employees. We will continuously evaluate and refine our social equity plan to ensure that it meets the evolving needs of our workforce and the Harrisville community.