



The Hempire Collective

AU-G-C-000219

AU-G-C 000865

AU-R-000296

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



The Hempire Collective Social Equity Program

Zippy Agriculture LLC (The Hempire Collective) understands that as a cannabis company in Michigan we have a duty to the community, both consumer and non, to responsibly provide a safe, healthy product and environment, as well as give back to the community at large. As a minority and veteran owned company, we understand the impact that disproportionate cannabis laws have had on the communities that we now seek to help. We are perpetually involved in efforts to raise awareness of our efforts to remove the stigma of cannabis whether it be through helping Veterans, raising money for various charities including cancer patients, animal shelters and other causes that are dear to us as a company. We have detailed here the efforts we've made to help disproportionately affected individuals and the community as well through community impact, workforce development, criminal justice reform, and safe and legal access.

Community Impact

The Hempire Collective believes in giving back to the community, and helping out as much as we can, when we can. We believe that helping the community isn't just a privilege, but one of our duties as a company that has benefited from contributions of disproportionately affected individuals. The Hempire Collective

has joined with various community focused groups throughout the years, and have achieved community outreach in such ways as:

Fundraising

- Holding fundraisers that give directly to local veteran's organizations
- Holding Food, toy and clothing drives to help feed and clothe the community
- Raising funds for a customer who was diagnosed with cancer
- Sponsoring families during the holidays so that they might have what their children or family needs

Community Support

- Purchasing livestock at 4H events each of the past three years, and donating the meat back to the community through holding out anniversary party, having a cookout in which the public eats free for charge.
- Holding raffles and selling special strains to raise funds for local animal shelters
- Donated to help a disabled person rebuild their home in Sanford after the flood
- Hold turkey giveaways every Thanksgiving

Examples of individuals and organizations we've helped: The Clare and Mt Pleasant VFW, Clare County and Gladwin County Animal Shelters, Mid Michigan College Bowling Team, 4H, The Redemption Foundation, and many more.

Workforce Development & Growth

As part of our commitment to the community, The Hempire Collective has dedicated much of our time and resources to hiring from the immediate area, so that as many of our dollars that are sourced locally, are earned and spent locally as well. We also believe that continuing to educate our employees is not only beneficial to the company, but the community at large. As a company we focus on:

- Hiring within the immediate community, and surrounding areas
- Diversity on all fronts
- Offering veteran preference in hiring
- Providing opportunities for those who have been affected by unfair marijuana laws over the years
- Helping to facilitate expungement efforts of our employees
- **Growth**
 - Our future plans include opening a retail location in another small community where jobs and unfair drug laws have affected the community disproportionately
 - Investing in the surrounding communities by helping at risk populations either with finances or resources
 - We partner with local community programs in order to help raise their outreach within their respective communities

Criminal Justice Reform and Harm Reduction

Throughout the course of the war on drugs, there have been many, many disproportionate sentences handed down to people who were unfairly impacted by a misguided attempt at public safety. Also, The Hempire Collective believes community safety and harm reduction are beneficial to us all; not just as a company, but as a community as a whole. Harm reduction is something else we focus on.

The Hempire Collective has made it a point to help individuals who have been impacted in such a way, not only through marijuana related convictions, but also convictions that weren't indicative of the true person who was affected. We have hired many different people who have been affected in such a manner such as:

- African American employees who were unfairly convicted of minor offenses on trumped up charges

- Felons who had marijuana related convictions expunged
- Underrepresented individuals who just needed a fair shot at a second chance
- Sponsoring such events as The Redemption Foundation's Top Shelf Showdown

In the way of harm reduction, The Hempire Collective offers safe access to thoroughly and rigorously tested cannabis, and cannabis derived products so that the community may enjoy the benefits of cannabis safely and responsibly. In addition to safe cannabis, The Hempire is not naive to other concerns as it pertains to other substances, so we keep Narcan on hand just in case of an emergency situation to ensure public safety.

Positive Impact

Through our efforts, The Hempire Collective believes that our commitment to social equity, not by the CRA's standards, but our own as a minority and veteran owned company, has made a positive impact on the surrounding communities. We have done much in the way of community outreach to include, but not limited to

- Donating to veterans causes
- Funding cancer patients
- Donating to local animal shelters
- Participating in 4h

The Hempire Collective is dedicated to the betterment of our community and beyond, and will continue to do so going forward.