The Machine, Inc.

AU-R-000395
AU-R-001217

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

CANNABIS
REGULATORY AGENCY

Social Equity Plan

The Machine Inc., The Machine Grow and Processing Inc. and Beez Knees

Company Commitment

We are committed to promoting equitable access to employment and advancement within the cannabis industry, particularly for individuals and communities disproportionately impacted by marijuana prohibition. Our initiatives focus on creating opportunity, removing systemic barriers, and fostering a workplace culture built on respect, equity, and inclusion.

1. Expungement Support Through GLEN Partnership

We recognize that past marijuana-related convictions continue to create barriers to employment, housing, and economic stability.

To help address this:

- We are an active partner and board participant with the *Great Lakes Expungement Network* (GLEN).
- Through GLEN, we support free expungement legal services, record-clearing assistance, and community legal education efforts.
- We participate in GLEN-led outreach events and informational sessions designed to reduce the long-term effects of criminalization and restore access to economic opportunities.

This partnership ensures we are contributing directly to repairing harm and expanding pathways for individuals impacted by prohibition.

2. Social Equity Hiring & Talent Development

We are committed to removing barriers and increasing access to employment in the cannabis industry.

Our hiring practices include:

- No college degree requirement for roles where a degree is not necessary.
- We currently employ individuals without formal college degrees across our cultivation facility, retail dispensaries, and administrative teams — demonstrating our ongoing commitment to accessible hiring.
- We actively hire from disproportionately impacted communities. Our dispensary in Battle Creek is located within an area identified by the Cannabis Regulatory Agency as having been negatively impacted by marijuana prohibition. As a result, many of our current employees either come from or live within the Battle Creek community.

Additionally, we participate in job fairs and workforce outreach events throughout the East Lansing and Lansing regions to expand accessible employment opportunities and intentionally recruit individuals from communities historically excluded from the cannabis industry.
- A skills-first and experience-first hiring approach, valuing lived experience, capability, and commitment to the industry.
- Clear internal development and advancement pathways, ensuring employees can grow their careers within the company.

This ensures that equitable employment opportunities remain accessible and that our workforce reflects and supports our surrounding communities.

3. Workplace Antiracism & Unconscious Bias Training

We understand that access must be paired with an environment that is inclusive, supportive, and built on respect.

To support this:

- All staff — including leadership — will complete annual antiracism and unconscious bias training.
- Training will focus on identifying systemic inequities, understanding the historical impacts of cannabis criminalization, and practicing equitable communication.
- We intend to collaborate with organizations such as Cannabis Doing Good, which specializes in equity-centered workforce training.
- Training impact will be evaluated through confidential employee feedback and internal culture assessments.

This ensures accountability, continued learning, and a workplace where every voice is valued.

4. Community Days of Service

We believe that social equity must also extend beyond our walls and into the communities we operate within.

To support this:

- We will hold dedicated Days of Service throughout the year, during which employees will have paid time to volunteer in local community support efforts.
- Service initiatives will focus on neighborhood revitalization, food security organizations, harm reduction initiatives, and community education, based on needs identified in partnership with local leaders and nonprofits.
- These service efforts reinforce our commitment to being a responsible, present, and supportive community partner.

Measuring Progress

We will assess the effectiveness of our Social Equity Plan by:

- Tracking hiring and advancement for individuals from disproportionately impacted communities.
- Conducting confidential employee feedback surveys following training and development activities.
- Reviewing internal hiring and promotion data quarterly.
- Monitoring participation and community outcomes from GLEN partnership activities.

7. Attestation

I attest that our current Social Equity Plan is up to date and accurately reflects our ongoing initiatives. I give permission for this plan to be published on the CRA website.

Signature: X _____
Name: _David Bye_____
Title: ___President_____
Date: ___11/05/2025_____