



Green Alliance Labs

AU-SC-000123

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



Green Alliance Labs

4427 Manchester Rd
Kalamazoo, MI 49001

SOCIAL EQUITY PLAN

SV Labs, LLC (d/b/a Green Alliance Labs) is dedicated to community outreach and the principles of diversity. As an organization, we realize that when we open our doors, we become a member of the surrounding community and as such, we are excited by the opportunity to be involved and proactive to benefit the entire community. We will develop and implement community outreach programs and events, which will include food and clothing drives for local food banks, churches, and others. We will encourage employees to be personally active in the associations in which they are interested as well.

We will continue to employ a diverse workforce and will act as an equal opportunity employer. We strive to be an inclusive company comprised of talented and diverse individuals from many ethnicities and cultures. We will prioritize hiring of residents of from CRA eligible communities, such as Kalamazoo, that have been disproportionately affected by the prohibition of cannabis. We will also develop an action plan to inform, hire, and educate minorities, women, veterans, state residents, and disabled persons. Our executive team is committed to building a company with fair treatment, access, opportunity and advancement for people of all demographic backgrounds. We will continue to build this inclusive work environment throughout its operation.

We are also committed to working with companies focused on social equity and who dedicate themselves to supplier diversity and the advancement of women owned and minority owned businesses. We have committed to dedicate at least 10% of our annual budget specifically targeting diverse suppliers.

Green Alliance Labs also recognizes the importance of addressing the challenges faced by the communities in which it operates. It is willing to invest its resources, both human and financial, to support initiatives that can bring positive change. To demonstrate our social responsibility and commitment, we pledges to donate 1% of our cumulative net profits to various community programs and charities that aim to assist those who have been disproportionately impacted by cannabis prohibition and charities focused on the advancement of minorities.

A Diverse Local Workforce

Green Alliance Labs is an Equal Opportunity Employer, and is committed to recruiting and hiring local talent whenever possible. To the best of our ability, Green Alliance Labs has and will continue to seek to hire local, qualified candidates from the Kalamazoo area, regardless of race, color, religion, sex, national, origin, age, disability, sexual orientation or any protected class status. Green Alliance Labs strongly believes that recruiting, training and retaining a talented workforce that leverages diversity and promotes inclusivity will be a tremendous asset to our organization, the local community, and the industry as a whole.

Our organization is committed to recruiting and hiring local candidates for all positions within the company. As Green Alliance Labs expands its operations in Michigan, we will always ensure our hiring process partners with local and regional nonprofit agencies and public job training programs, including services such as Southwest Michigan First, Michigan Works, and Urban Alliance. SV Labs is also committed to providing a living wage for our staff, with all entry-level pay guaranteed well in excess of



minimum wage, coupled with a competitive benefits package, as described in our staffing plan. These benefits include health insurance, dental insurance, vision insurance, and PTO/sick leave. Please see our staffing plan for anticipated salaries and descriptions of the positions we hope to provide at our Kalamazoo location.

In addition to the economic impact associated with hiring local residents, we will, whenever possible, look to engage Kalamazoo-based small businesses owned and operated by economically disadvantaged groups as service providers and contractors. Our diversity initiatives and strategies are designed to attract, develop and advance the most talented individuals regardless of their race, sexual orientation, religion, age, gender, disability status or any other dimension of diversity. We intend to make a significant contribution to the growth of local ancillary services throughout the lifetime of our operations.

Education and Mentorship Programs

Green Alliance Labs will act as a potential mentor and a resource for participants who qualify for the Social Equity Program and wish to enter into the Adult-use market. We will authorize the CRA to post the licensee's provided contact information on the public CRA website in an effort to ensure Social Equity Program participants and the public can communicate with us.

Community Involvement

Green Alliance Labs is committed to being a good neighbor and community partner. This means seamlessly integrating into the Kalamazoo community, we serve. Unlike other adult-use cannabis licensees, safety compliance establishments do not have the opportunity to directly interact with local residents, as our services are provided to other operating facilities throughout the state. Despite this limitation, we intend to foster strong relations with neighboring businesses and residents. We will extend our organization's philosophy of community involvement and transparency to the Kalamazoo area.

Green Alliance Labs respects that the cannabis industry is new for several people. We believe that our license type, a safety compliance establishment, has the opportunity to dispel fear and misunderstanding, as our role in this industry is to test products and ensure safety. Therefore, our staff is happy to work closely with neighborhood leaders to address any cannabis concerns that develop as the state of Michigan expands the medical marijuana program. Our goal is to become an active, engaged supporter of our community.



CORPORATE SPEND PLAN

Green Alliance Labs will spend 10% of our annual budget specifically targeting diverse suppliers within the chain. In addition to working with diverse suppliers, we also work with diverse cultivators, processors, and retailers. We prefer to work with local companies focused on social equity and who dedicate themselves to supplier diversity and the advancement of minority and women owned businesses. Some of the businesses we currently work with are:

- NOW Interactive
- Airgas
- Medi Now
- Armentia
- Absolute Standards
- Cayman chemicals
- Biomerieux
- Single Source Procurement
- Thermo Fisher
- Willipore Sigma
- Fisher
- Restek
- Shimadzu
- Agilent
- Elga Water System
- PerkinElmer
- Metler Toledo
- West Michigan Scales
- Bio Calibrations

Green Alliance Labs will continue working alongside these businesses as well as explore new partnerships and opportunities with minority and women owned businesses. It is our goal to create lasting relationships with even more diverse suppliers in the area. In order to achieve this goal, the City of Kalamazoo has provided a directory of minority and women owned businesses that we look forward to referencing. In working alongside these diverse suppliers and small businesses, we are awarded the opportunity to create close and long-lasting working relationships.



COMMUNITY REINVESTMENT PLAN

As part of our larger commitment to serving our community, we intend to develop a charitable giving program that engages local non-profit organizations and provides financial support towards programs and services that affect the local Kalamazoo community, with a focus on ones that positively impact minority groups. Green Alliance Labs plans to donate 1% of cumulative net profits every year to local nonprofit programs. As we are in the license acquisition phase, we are still making final decisions on our local charitable organizations for the Kalamazoo location. We are open to supporting several of the great organizations in the Kalamazoo area. Currently, we are exploring opportunities with:

- Disability Resource Center of Southwest Michigan
- Douglas Community Association
- Gryphon Place
- Kalamazoo Gay and Lesbian Resource Center
- Kalamazoo Neighborhood Housing
- Kalamazoo Loaves and Fishes
- Big Brothers, Big Sisters
- Boys and Girls Club of Greater Kalamazoo

Our organization will also strive to foster a spirit of community giving amongst our staff by encouraging active participation in local causes through incentives and company-sponsored community service events. Our Laboratory Manager will keep staff and the businesses we work with apprised of upcoming volunteer opportunities.