



Harbor Farmz North LLC

AU-G-C-000215

AU-G-C-000216

AU-P-000134

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

HARBOR FARMZ NORTH, LLC

SOCIAL EQUITY PLAN

Part of the intent of the MRTMA was to bring people into the industry from communities that have been disproportionately impacted by cannabis prohibition and enforcement, and to positively impact those communities.

As an upstanding corporate citizen of the City of Kalamazoo, we at Harbor Farmz North have been committed to doing exactly that in our cultivation center and processing facility.

Harbor Farmz will continue to provide employment opportunities for Kalamazoo residents who have been disproportionally affected by the criminalization of cannabis. As a company, we have prioritized hiring both qualified and unskilled applicants who have been adversely impacted, either personally or professionally by unjust cannabis laws. We pride ourselves on hiring workers with minimal cannabis experience, in order to give all workers equal opportunity for a career in the cannabis industry and help them create a skillset that can last a lifetime. It is our belief that a company of unique individuals, from all walks of life, is the only true way to represent the complex diversity of our community.

In order to accomplish these goals, we've created and embraced a "ban the box" philosophy whereby the company does not discriminate for prior controlled substance related convictions, unless that conviction disqualifies them for employment through the rulesets and guidelines established by the CRA. By "banning the box", Harbor Farmz North has met and interviewed many applicants whose past criminal history arising from (among other things) disproportionate enforcement of cannabis laws have impacted their abilities to enter the community workforce. We are of the belief that rehabilitation of individuals who have been through the criminal justice system cannot exist without employers being willing to give individuals a second chance at employment in a legitimate industry with an abundance of opportunities for career advancement.

Additionally, senior staff will mentor and train new employees, helping individuals build the necessary skills for a career in the cannabis industry. Harbor Farmz North is also committed to furthering education, offering skill training and tuition assistance to those employees seeking to expand their knowledge in the cannabis industry from third party providers.

CORPORATE SPENDING PLAN

Harbor Farmz is committed to make certain that at least 10% of our operational expenses are from utilizing relationships with diverse suppliers, including minority-owned, LGBTQ-owned and veteran-owned and will continue to seek out such relationships, each year.

We are also committed to providing opportunities for those who do business with us, to promote and help develop minority-owned companies. For example, Harbor Farmz assisted a formerly employed

Security Officer in creating and sustaining a black-owned security company, “Lockett Down”, and utilizes their services at both the Cultivation Facility in Kalamazoo and the Provisioning Center in Three Rivers.

The company has prioritized relationships with diverse suppliers and diverse retailers throughout the state, while putting a priority on utilizing diverse suppliers local to the Kalamazoo area whenever possible. Some examples of such companies include, but are not limited to:

- Canney’s Water Conditioning
- Lockett Down Security
- Nobody’s Home
- Information Entropy

As part of the Harbor Farmz Corporate Spending Plan, the company will continue to seek out relationships that reinvest in Kalamazoo, and commit to benefiting the companies that continue to support community members who have been disproportionately impacted by previous cannabis laws.

COMMUNITY REINVESTMENT PLAN

Harbor Farmz North will also donate 3% of its net profits, up to \$25,000, annually, to charities and social service agencies serving the Kalamazoo area that have programs dedicated to assisting the community members most adversely affected by previous cannabis prohibition. Harbor Farmz has, and will continue, to work closely with Michigan Works, Loaves and Fishes, OutFront Kalamazoo, the Southwest MI Food Bank, as well as participate in regular beautification projects around the Kalamazoo community. The company has also developed a “Social Equity Team”, consisting of employees of Harbor Farmz, that meet regularly to discuss further opportunities to give back to the Kalamazoo area and communicate directly with community organizations, such as the Kalamazoo Continuum of Care, to ensure that our Social Equity Plan is impactful and is guided by the voices of the people who represent and understand Kalamazoo on the most fundamental level.

A list of examples of the charitable contributions that Harbor Farmz has made since 2020 includes:

- Partnering in November of 2020 with Loaves and Fishes to provide Thanksgiving meals for residents in the Kalamazoo area
- Supporting OutFront Kalamazoo by sponsoring an advertisement in the 2021 Kalamazoo Pride Guide
- Holding a canned food drive among Harbor Farmz employees during the 2022 Holiday Season, resulting in donations of over 3 barrels of canned goods to Loaves and Fishes
- Sponsoring a live show in December of 2022 for local musicians, raising a sizeable cash donation for the Southwest Michigan Food Bank
- Donations of excess grow products to the Kalamazoo Community Gardens
- Yearly Earth Day community beautification projects held by Harbor Farmz employees

As the company grows, Harbor Farmz will continue to be dedicated to setting the standard for exemplary corporate citizenry and impactful community development.