



# Primo Danks

AU-G-C-000729

AU-G-C-001505

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

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## Our Mission Statement

Seven Point Supply (SPS) is not just another cannabis business, it is an environment in which second chances, authenticity, and family values are of the utmost importance. Through the use of internal and external assessments, SPS is continuously reflecting on how we are upholding our company values and how we can continue to fulfill the commitments we have made to the community.

## Social Equity Plan

Social Equity can essentially be understood as equality, fairness, and justice for all people. Taking this into account, it is our responsibility to acknowledge systemic inequalities. SPS believes it is our duty to avoid propagating these systemic inequalities and create a space where there is equal access to resources and opportunities.

As a family owned and operated business, SPS is dedicated to supporting and advocating for those who are and have been disproportionately affected. Being lifetime residents and 100% Social Equity recipients of Greater Kalamazoo and the Greater Kalamazoo area, SPS and its team are committed to creating opportunities for growth. SPS is committed to initiating our Social Equity Program through implementing the following practices.

### Kalamazoo Resident Employment and Development Through Diversity and Inclusion

As a 50% woman owned Cannabis business, it is of utmost importance that SPS and its team be committed to creating a space in which healing, compassion, wellness, and inclusion are of main priority. SPS proudly accommodates people/persons with disabilities, provides educational training opportunities for disproportionately affected individuals through mentorship, and supports the growth and development of those who have had a history with minor cannabis infractions. We believe that even though people make mistakes, they should have the opportunity to grow from them.

SPS is an equal opportunity employer who, through the hiring process, seeks to designate space for those who have been disproportionately impacted by the war on drugs. All applicants will be considered for employment without attention to cannabis infractions, race, color, religion, sex, sexual orientation, gender identity, national origin, military or veteran status, income, or disability status.

In order to exercise and maintain our social equity promise to the community, SPS will hire within the City of Kalamazoo, specifically the disproportionately impacted neighborhoods and communities through hosting job fairs and employment seminars. Through this outreach approach, we are fully confident that we are optimizing our recruitment opportunities and possibilities directly to those who may not have these employment opportunities. We offer mentorship to the educational cannabis programs of Kalamazoo Valley Community College as well as Western Michigan University. Currently, 33% of the SPS team is composed of those who have been disproportionately affected by previous cannabis legislation

and 40% live in the disproportionately affected neighborhoods. Of the management positions at SPS, the women in management roles make up 50% of the facility. SPS offers 100% full coverage of medical, dental, and vision insurance, 12 weeks paid maternity leave, 3 weeks paid paternity leave, and accrued PTO.

### Corporate Spending Plan

SPS spends 10-15% of our budget specifically targeting diverse suppliers within the chain. In addition to working with diverse suppliers, SPS also works with diverse marketing consultants, processors, and purchasers. SPS prefers to work with companies focused on social equity and who dedicate themselves to supplier diversity and the advancement of women owned and minority owned businesses. Some of the businesses we work alongside are:

- Airtech - Air Filtration Services/Utilities
- Allstate, Farmers Insurance, Liberty Mutual - Insurance Purposes
- American Red Cross - Charitable Contributions/Donations
- Ancient History LLC - Product Marketing/ Advertising
- Consumers - Electrical Services/Utilities
- Eaton - General Electrical Supplies
- EPS - Security Services
- Grainger - General Industrial Supplies
- Hi-tech - Electrical Services/Utilities
- Intuit Quickbooks - Accounting Software/Payroll
- Juicy Leaf - Event Catering/Meals
- KSS Enterprises - Supplies/Maintenance
- Linde Gas - Co2 Supplier/Utilities
- Lowe's - Supplies
- MI-Gas - Education/Advisory Services
- Northcoast - Processing Services/Operating Expense
- Paris Cleaners - Uniform Services
- Republic Services - Utilities
- Red's Auto - Supplies/Maintenance
- The Spirit Shoppe - Product Marketing/Advertising
- Westnedge Nutrition - Event Catering/Meals

SPS will continue working alongside these businesses as well as explore new partnerships and opportunities with Minority Business Enterprise/Women Business Enterprise (MBE/WBE). 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 MBE/WBE directory 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 partnerships.

We are given the chance to create local jobs, uplift other small businesses in the surrounding area, and stimulate and maintain the local economy. In continuing our efforts, we are confident in upholding our company's commitments. When our marginalized community succeeds we succeed. We are a whole, so it is imperative that SPS gives back to its community and the communities that surround us.

### Community Reinvestment and Charitable Donations

SPS feels a strong responsibility to contribute to its community in various ways. Annually, SPS donates \$10,000 dollars to the Kalamazoo Defenders, the County's first public defender's office available to those who cannot afford an attorney. By donating to this Public Defender's office, SPS is helping the Kalamazoo Defenders achieve their mission to reform the justice system in moving towards rehabilitation as opposed to punishment.

In addition to our donations, we mandate volunteer time for our team. We provide a diverse list of volunteer opportunities to contribute to. Through working with local nonprofits and charity organizations, this helps us to promote social equity in our community. Every two weeks SPS has scheduled team discussions on volunteer opportunities and ideas, how we can all contribute to an inclusive work environment, and offer ideas of local organizations to donate to.

Through funding the Kalamazoo Defenders and requiring our staff to volunteer in the community, SPS is ensuring we are doing all that we can to promote social equity not only in our building but out in the community.