



The Refinery Kalamazoo

AU-R-000250

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

Social Equity Plan

The Refinery is a local, family-owned business, committed to serving and improving Kalamazoo and the surrounding communities. The Refinery is also committed to sustainable, environmentally friendly development, and encouraging environmental conservation.

The Refinery strives to hire local labor, and pay fair wages well above the State minimum wages. We are proud to provide healthcare, PTO, and other benefits to its workers in 2023. Where possible, The Refinery works with properly licensed local suppliers and contractors for construction, business services, and the acquisition of products. The Refinery is proud to support other local businesses and its community.

The Refinery is committed to hiring and maintaining a diverse, multi-ethnic, and multi-cultural workforce that is reflective of the communities in which it operates and the nation at large. Not only do we prioritize diversity across race, gender, and ethnicity in our hiring, but we also prioritize hiring within communities that have been disproportionately impacted by cannabis criminalization, including those who carry permissible convictions within the LARA/CRA and State of Michigan hiring requirements.

We foster an inclusive culture that is organized around employee engagement, individual responsibility, and individual empowerment to express diverse opinions and perspectives, all aligned with the Company's core vision to empower the health and wellness of those around us.

The Refinery is owned and operated by a Kalamazoo father-son team, who are committed to growing the entire Kalamazoo cannabis community, and would like to share the knowledge they've gained while being Registered Caregivers with the small growers that may be interested in joining the industry but don't yet have the capital necessary to establish a fully licensed and permitted growing facility.

Corporate Spend Plan

We plan to have up to 10% of our operational expenses to be with diverse suppliers, including Women-owned, Minority-owned, as well as including suppliers who were previously disproportionately impacted by marijuana enforcement.

Examples of companies include the following:

- Sozo Companies
- Hytek Cultivation
- MG Royalty
- Healing Organic Gardens
- 3300 Miller Rd LLC

Whenever possible, we aim to use Kalamazoo businesses to purchase services and supplies. We understand that if we can invest in our own community, our community will be able to grow and flourish. Kalamazoo is one of many areas disproportionately impacted and recognized by the CRA's social equity program. The Refinery will continue to invest time in business partnerships within these communities.

The Refinery partners with business ventures with licensees who qualified for the CRA's social equity program or who the licensee has identified as disproportionately impacted based on criteria established by the licensee.

Additionally, in Kalamazoo, owners of The Refinery plan on applying for a new grower license in accordance with existing regulations of the city in the near future, further contributing to the economic landscape of the City of Kalamazoo.

Community Reinvestment Plan

The total community reinvestment will be up to 0.5% of forecasted revenue. Half of the reinvestment will go towards monthly community donations to local and minority-owned non-profits and businesses. The remaining will be put toward leadership diversity and race training through local Kalamazoo businesses. Some of these diversity trainings include ERRACE, as well as the annual Synergy Health symposium.

Furthermore, The Refinery plans to partner with various local organizations to help enhance our community. We have partnered with Loaves and Fishes of Kalamazoo for an annual food drive to provide minimally 4 tons of food to the community. In addition, we have also hosted Kalamazoo Animal Rescue to help with the rehoming of dogs and cats. Finally, change 'round up' events are hosted monthly. A community organization is chosen, and our customers can participate in helping us donate. At the end of the month, The Refinery matches this donation.

Additionally, The Refinery plans on redistributing the licensing savings, up to 25% gained from the CRA social equity program, back into city approved non-profits.

When hiring for the Provisioning Center, The Refinery targeted City of Kalamazoo residents when seeking applications. Because the City of Kalamazoo is a disproportionately impacted community, we strive to hire community workers, most specifically, we are intentional in hiring individuals that are persons of color, and those that have been disproportionately affected by marijuana prohibition and enforcement. These individuals are highly encouraged to apply to all open positions. Currently The Refinery 'Ban's the Box' when it comes to new employee applications. Since the retail location has opened, The Refinery has kept a diverse team across all levels of the company.

The Refinery also actively seeks to employ individuals from nearby CRA identified disproportionately impacted communities at their marijuana establishment. In addition to this, the company actively employs and seeks to employ disproportionately impacted individuals who have qualified for the CRA's social equity program, including but not limited to: caregivers or individuals with marijuana-related convictions, individuals the licensee has identified as having been disproportionately impacted based on criteria established by the licensee and individuals who are impacted in the future.

We currently have twelve women employees, including 5 in supervisor positions, two of whom are women of color. We have five male employees, including 4 men of color, and 2 of which are in supervisor positions. 75% of our current employees are residents of Kalamazoo City, and 90% from within Kalamazoo County.

In addition, we have 3 employees with previous marijuana convictions, one of whom is a manager. As previously stated, all individuals are encouraged to apply to open positions. The Refinery often hires leadership positions from within the company, allowing these individuals more opportunity for growth and success within the company.

We look forward to continued service to our Kalamazoo community as our operations grow.