



# Trinity Cannabis

AU-G-C-001356

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

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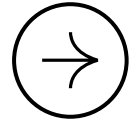


# Social Equity Plan





# TC Social Equity Plan



## Our Social Equity Initiative

Trinity Cannabis (TC) is a family-owned business with 50% women ownership. It was established with the aim of providing Michigan with high-quality greenhouse-grown cannabis and extracts that are eco-friendly, and that can enhance users' quality of life. The company is also committed to making a positive impact on its surrounding communities. Trinity Cannabis was founded with the belief that everyone should have access to progressive cannabis knowledge. Moreover, the company strives to promote freedom, transcend social norms, and unlock humanity's full natural potential.

We are proud to support the local cannabis industry initiatives and advocacy groups, as well as nonprofit organizations that are dedicated to helping those in need in our community, with a special focus on veteran care, youth education, and supporting those with disabilities. It's important to us to give back to our community and support these important causes.

TC has committed to pledging a portion of its net profits to Flowering for Change (FFC), a non-profit organization that aims to educate and provide resources for individuals to have a better understanding of cannabis. FFC hopes to become a prominent force in community restoration by providing education and physical resources. The team at FFC is already developing materials to reach out to people of all ages in the community. We are excited about the potential impact FFC could have, and we believe that its capabilities are limitless.

# Quality Time Spent

Trinity is devoted to giving back to the community, not only through monetary donations but also by participating in various community-oriented campaigns and events. To promote volunteerism, the company has implemented a volunteer program that allows employees to donate their time to nonprofits of their choice. Each employee is given 24 hours of paid volunteer time annually, which Trinity enthusiastically supports. Over 100 hours have been completed of volunteer work in 2024. Our efforts this past year have specifically been:

**Adopted Bowes Rd. in Lowell, MI**

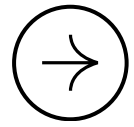
**Donated time to the YMCA**

**Donated time to Impact Church**

**Donated time through participation through board participation and coaching of Local Youth Sports**



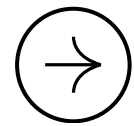
# Corporate Spend



TC is dedicated to donating \$2,500 per year in labor and or cash equivalents, up to 2.5% of total net revenue, to Flowering for Change. This organization is currently an S Corporation working towards obtaining a 501(c)(3) status. Flowering For Change was established with the goal of helping underserved communities in Kent County, with a particular focus on Grand Rapids.



# Community Partners/ Vendor Program



TC has been and will continue to work closely with local businesses. We made sure to engage with local contractors and form meaningful partnerships during the construction process. As we move forward with cultivation, we have discovered several local vendors for marketing, social media, packaging, and consultation purposes.

TC is actively working on building strong relationships with local businesses in a grassroots manner. This involves visiting local businesses to introduce ourselves and TC. We aim to create mutually beneficial relationships by promoting local businesses that share similar values, quality standards and dedication to serving others. By collaborating with local business owners and fostering long-lasting relationships in our community, TC is committed to making our community a top priority.

## Our Local Vendor List:

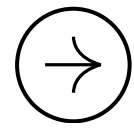


BDG, LLC.





# Hiring & Employment Strategy



Trinity Cannabis is dedicated to making sure that its hiring practices benefit both the local community and communities that have suffered from the negative effects of marijuana prohibition in the past. The company is an equal-opportunity employer and believes that the strategies it has implemented reflect this belief.

## **Equitable Recruitment:**

Actively seek out candidates from diverse backgrounds, including those who have been disproportionately affected by cannabis prohibition, to ensure a fair and inclusive hiring process

## **Training and Education**

Provide training programs and resources to support individuals who have limited access to the cannabis industry, helping them acquire the necessary skills for various positions.

## **Fair Employment Policies**

Implement policies that promote a fair and inclusive workplace, addressing unconscious biases in the hiring process. This will create a welcoming environment for all employees, regardless of background or identity.

## **Supplier Diversity:**

Encourage companies owned by underrepresented groups to participate in the supply chain.

## **Support Programs:**

Provide mentorship, networking, and support programs to help employees from marginalized communities succeed in their roles.

## **Transparency:**

Communicate the company's commitment to social equity, progress made, and areas for improvement to maintain transparency.

