



Superior Buds Cannabis

AU-R-001069

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

KDS VENTURES INC
dba
SUPERIOR BUD CANNABIS
SOCIAL EQUITY PLAN
AU-R-00169
INTRODUCTION

What is equity? Equity is the recognition and accommodation of differences to prevent the continuation of an inequitable status quo. In addition to social justice, equity is often used in business to identify ownership and the value of an organization. KDS VENTURES INC, is a Sub Chapter S corporation solely owned and managed by entrepreneurs that have been directly affected by the negative impact of the prohibition on marijuana. KDS VENTURES, dba SUPERIOR BUDS CANNABIS intends to benefit the state and local communities by creating a business in the adult use cannabis industry by structuring the business in the following manner.

MISSION STATEMENT

KDS VENTURES is committed to helping patients and consumers learn about and benefit from cannabis and cannabis-related products. We strive to produce and source a wide variety of high-quality, natural and safe therapeutic options, and to prove ourselves as reliable, trustworthy, caring, and intelligent resource to all. We hope to pioneer well-being and improve the quality of life for those who practice safe use of our products.

COMMUNITY

KDS VENTURES will engage with local communities and establish a dialogue to determine the best way for us to have a positive impact on the communities in which we operate. Our location is currently within a social equity district as defined by the CRA. Therefore, we intend to create a pathway for employment, training, and careers in the adult use cannabis industry within this community.

EMPLOMENT

- Hire women, minorities, veterans, and those specifically affected by convictions of a marijuana related offenses or come from communities unproportionally affected by the prohibition on marijuana.
- Contract with minority owned contractors, suppliers, and distributors who also have been affected by or of which themselves employ those who have been affected adversely by the prohibition of marijuana.
- Support community resources who employ, counsel, or provide educational programs for those affected by the prohibition of marijuana.
- Structure hiring practices of which employ diverse workforce that also may have been affected negatively by the prohibition of marijuana.

PROGRAM(S)

- Participate in the CRA Veteran Program Task Force 1620
- Social Equity caregiver program(s) in which discounts for caregivers are provided according to the caregiver's patient's needs.
- Employee education and training: This includes empowering new employees with the knowledge and confidence that comes with thoughtful job training and cannabis education. Coupled with the highly competitive wages and benefits, proceeding in this fashion ensures that our employees' step into their new role feeling excited and motivated.
- Operating compliantly within the Michigan cannabis industry is complicated. It is imperative that the company's policies and procedures are effectively communicated in a way that provides new employees with the "big picture," so that they can truly understand "why" we do things the way we do. These "why we do it this way" conversations are held in round circle discussions lead by the senior operational leadership. Major subjects addressed include: (i) inventory procurement and management; (ii) customer intake procedures; (iii) effective use of POS systems; (iv) recordkeeping, security, and storage; and (v) extensive health and safety guideline coverage.
- Community service provider program. Where our employees are provided paid time off, twice a year, to participate with nonprofit organizations within the community such as Habitat for Humanity or local food banks.

EDUCATION

- Structure programs where a percentage of sales go towards an educational grant program benefiting the persons, families of previously and/or currently incarcerated persons due to a conviction of a marijuana related offense.
- Pay for employee training from accredited institutions, where courses are offered in compliance and inventory processes that would help strengthen the reliance of rules and statutory requirement related to licensing and regulations to which the facility/establishment is subjected.
- Sample training education initiatives implemented to date include: (i) new hire training with standardized policy (SOP's) and security-based training courses (SBT) given before any employee services customers on the sales floor; (ii) assuring that all employees understand the applicable laws, compliance requirements within the scope of their specific employment; (iii)

CORPORATE SPEND PLAN DOCUMENT FOR DIVERSE SUPPLIERS

This document outlines areas of our corporate spending that KDS VENTURES dba SUPERIOR BUDS dedicates to businesses and individuals from diverse backgrounds who meet the criteria for the SCA's Social Equity All Star Program. SUPERIOR BUDS commits approximately 3% of all spending towards businesses and individuals that qualify as minority owned, veteran owned, or women owned businesses including but not limited to:

Endo Cannabis-Adrain MI	Choice Labs-Jackson, MI

Conclusion

KDS VENTURES INC, intends to collaborate with the community leaders in which it operates by always providing adult use marijuana products in a responsible manner and fully in compliance with state, federal and local laws. The mission of KDS VENTURES INC, and its subsidiaries Superior Buds Cannabis will operate its facility in a safe and secure manner while providing its patrons a secure and friendly environment in which to purchase their desired products. Furthermore, KDS VENTURES intends to utilize hiring practices, which employ local people from the community in which it serves, in addition to employing local workforce, KDS VENTURES INC., whenever practical will purchase and/or contract with local business to further enrich the community in which it operates. Do right – Live right!