



Symponia Farms, Inc.

AU-G-B-000137

AU-P-000200

AU-R-000510

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



**SYMPONIA
FARMS**



Social Equity Plan & Corporate Spend Plan

I. Social Equity Plan:



A. Goals:

- Increase participation in the cannabis industry by individuals from communities disproportionately impacted by the War on Drugs as well as disabled veterans.
- Create a diverse and inclusive workplace culture.
- Provide mentorship and training opportunities for underrepresented groups.

B. Strategies:

Hiring:

- **Direct Outreach:** Actively recruit from communities identified as disproportionately impacted by the CRA. Partner with local social justice organizations, veteran service groups, and community colleges to identify qualified candidates.
- **Job Fairs:** Host or participate in job fairs targeted toward disproportionately impacted communities.
- **Second Chance Hiring:** Consider applicants with marijuana-related convictions, especially if they have completed expungement or diversion programs.
- **Veteran Preference:** Give preference to qualified disabled veterans during the hiring process.
- **Diversity Training:** Implement ongoing diversity and inclusion training for all employees to create a welcoming and supportive workplace for individuals from different backgrounds.



Education and Outreach:

- **Partnerships:** Collaborate to host educational and outreach sessions in communities disproportionately impacted by the War on Drugs, covering topics like cannabis safety, responsible use, and career opportunities in the industry.
- **Mentorship Programs:** Establish a mentorship program where experienced employees from diverse backgrounds guide and support entry-level employees from disproportionately impacted communities.
- **Community Events:** Sponsor or participate in community events that address social and economic disparities, provide informational booths about cannabis education and the industry, and offer job opportunities.





Other Initiatives:

- **Supplier Diversity:** Actively seek out and procure goods and services from minority-owned, veteran-owned, and businesses located in disproportionately impacted communities.
- **Expungement Assistance:** Partner with legal aid organizations to provide expungement assistance to individuals with marijuana-related convictions interested in working in the cannabis industry.
- **Business Partnerships:** Engage in joint ventures or collaborations with social equity licensees to share resources and expertise.

C. Measurement and Evaluation:

- Track the number of hires, interns, and scholarship recipients from underrepresented groups.
- Monitor the diversity of the company's workforce and leadership.
- Evaluate the effectiveness of mentorship and training programs through participant feedback and success rates.
- Conduct regular reviews of supplier diversity practices.



II. Corporate Spend Plan:



A. Focus Areas:

- **Local Procurement:** Prioritize purchasing goods and services from local businesses, with a focus on minority-owned and veteran-owned businesses.
- **Community Development:** Support local initiatives that address social and economic disparities, such as job training programs, skill development programs, and community outreach.
- **Veteran Support:** Provide free and discounted products directly to veterans. Donate to organizations that support disabled veterans and their families, such as Toys for Tots, the Wounded Warrior Project and the American Legion.

Our farm is owned by service disabled Veterans who believe in providing a better and safer alternative to traditional prescription medication for our patients.



we grow
we process
we sell
never remediated or pretreated

the mission

We are driven by a mission of purpose, derived out of compassion. Symponia means compassionate in ancient Greek and we live this mission everyday. A mission to provide a safer, more natural, and ultimately better alternative to prescription medications is what led a team of service-disabled Veterans to start our farm. To us, this mission means doing this differently. That's why we carefully manage and operate every aspect of our operations, from growing to processing to product design to provisioning. We work with purpose to consistently provide the highest quality products that our patients and customers need and have come to expect. To us, **it's about more.**

B. Budget Allocation:

- Allocate 10% of annual revenue to corporate social responsibility focus areas. Including goods, packaging, supplies and services.
- Priority on spending locally with other small businesses falling into the diverse supplier category. Special consideration for disabled veteran-owned small businesses. Current suppliers include: **Symponia Farms, D&K Ventures, The Calmic, Redbud Roots, True North Collective MI, SKY LABS, Paisley Trees** and more.
- Track and report on the amount of money spent on local procurement community development, and veteran support.

