

Herbology Social Equity Plan

Locations in Ann Arbor, Bangor, Battle Creek, and Kalamazoo

The Herbology Marijuana Retailers will partner with organizations whose work addresses the collateral consequences of the War on Drugs—for individuals, families, and communities most disproportionately affected by the unequal enforcement of cannabis laws—including (but not limited to):

- Housing insecurity
- Food insecurity
- Employment/financial health
- Education
- Healthcare (including mental health)
- Criminal justice reform efforts including efficient and accessible expungement.

The Michigan Herbology locations, in partnership with our parent company Curaleaf, will commit to hiring initiatives and training programs focused on providing opportunity and access to individuals from communities most affected by the disproportionate harms of the War on Drugs. As part of these initiatives and programs 10% of new hires should either:

- Have been the subject of a cannabis-related arrest or conviction;
- Have a family member who has been the subject of a cannabis-related arrest or conviction; and/or
- Resided for a significant amount of time in an area disproportionately targeted by law enforcement and unjust policies during the War on Drugs.

The Michigan Herbology locations, in partnership with our parent company Curaleaf, will support the City of Detroit by providing financial support to the Detroit Homegrown Program, a social equity fund established to reduce the barrier to entry for social equity applicants and license holders.

- Curaleaf employees will participate as mentors to build the knowledge, expertise and networks of social equity applicants and license holders.

Herbology, in partnership with our parent company Curaleaf, will commit to remain informed of the MRA's plans and recommendations as they relate to Social Equity, and remains available to participate in plans and programs geared to providing mentorship and opportunities to Social Equity applicants.

Herbology, in partnership with Curaleaf, will commit to implementing a supplier diversity program that establishes a 10% increase in diverse suppliers and a creation of a supplier training, tracking and reporting system.