**GRI Content Index**

[[**General Disclosures**](https://gardenremedies-my.sharepoint.com/:x:/p/swoodman/EcujcF0S5YFJumIkQbCqN7QBtWTZMORFOX5I-eYTf5lkMg) **and management of all material topic disclosures**](https://gardenremedies-my.sharepoint.com/:x:/p/swoodman/EcujcF0S5YFJumIkQbCqN7QBtWTZMORFOX5I-eYTf5lkMg)

Garden Remedies Inc has reported in accordance with the GRI standards for the period of January 1, 2022, to December 31, 2022.

**Topic 13.1 Emissions**

Disclosure 305-1

1. Scope 1 emissions in 2022: 740.27 tCO2e
2. Gases included in the calculation are CO2, CH4, and N20 where applicable and R-410A, R-404A, HFC-143, C2H3F3 (CHF2CH2F) for the refrigerants.
3. We do not produce any biogenic emissions.
4. The base year for the calculation is 2020.
5. We began exploring measuring our emissions in 2021 and 2020 had the most complete information for scope 1 and 2 emissions.
6. Scope 1 emissions in 2020 were 371.25 tCO2e.
7. Climate Smart recommends a recalculation of baseline emissions if a change occurs that would equate to a change equal to or greater than five percent of company’s total annual emissions. Situations triggering recalculation include structural changes (e.g., the acquisition or divestment of business units); changes in calculation methodology or improvements in accuracy of emission factors/activity data; or discovery of significant or cumulative errors. For Garden Remedies’ 2022 calendar year, no recalculation was required.
8. Climate Smart uses a GHG Management tool for all emission factor sources shown here: [Climate Smart Emission factor sources - USA](https://gardenremedies-my.sharepoint.com/personal/swoodman_gardenremedies_com/Documents/Documents/Measuring%20Emissions/Climate%20Smart%20Emission%20factor%20sources%20-%20USA.pdf)
9. Garden Remedies used the operational control approach to determine its organizational boundary and included in its inventory all operations over which it has operational control.
10. As a Climate Smart certified business, Garden Remedies conducted its GHG emissions inventory according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, Revised Edition. The GHG Protocol is an internationally recognized standard published by the World Resources Institute and the World Business Council on Sustainable Development.

This inventory was conducted using the emissions factors from the Climate Smart web-based greenhouse gas management tool. The Climate Smart GHG management tool was designed for adherence to the GHG Protocol. Climate Smart’s emission factors come from a variety of sources, such as Environment Canada, the GHG Protocol Initiative, the US Environmental Protection Agency and the Intergovernmental Panel on Climate Change. Climate Smart reviews its emission factors annually to update them based on refined industry methodology and changing electricity grids.

Disclosure 305-2

1. Scope 2 emissions in 2022: 4,003.35 tCO2e. (This number is different from the one in the in the report because Climate Smart did not include N2O amount and 4,003.35 tCO2e includes N2O.)
2. We use a location-based approach reflecting the grid emission factors as required by the GHG protocol, but we also have the gross market-based energy metrics as well for two of our three energy suppliers as shown below. The information for National Grid was not available. (1)

|  |  |
| --- | --- |
| Provider: | Emission factor (tCo2e / kWh) |
| Until | 0.000270043 |
| Eversource | 1.35225E-05 |
| National Grid | Not Available |

|  |  |  |  |
| --- | --- | --- | --- |
| **TCO2** | **TCH4** | **TN20** | **TCO2e** |
| 3,965.39 | 0.6007947902 | 0.0791744985 | 4,003.35 |

1. Gases included in the calculation are CO2 CH4 and N2O.
2. The base year for the calculation is 2020.
3. We began exploring measuring our emissions in 2021 and 2020 had the most complete information for scope 1 and 2 emissions.
4. Scope 2 emissions in 2020 were 2,435.84 tCO2e.
5. Climate Smart recommends a recalculation of baseline emissions if a change occurs that would equate to a change equal to or greater than five percent of company’s total annual emissions. Situations triggering recalculation include structural changes (e.g., the acquisition or divestment of business units); changes in calculation methodology or improvements in accuracy of emission factors/activity data; or discovery of significant or cumulative errors. For Garden Remedies’ 2022 calendar year, no recalculation was required.
6. Climate Smart’s usual emissions source does not disclose Methane and N2O amounts so Climate Smart used eGrid’s data explorer state emissions data to calculate emissions by greenhouse. 305-2 (a) varies from the information shown in the ESG report because we used the data originally formatted without methane and N2O amounts resulting in total tones of tCO2e to be 3,958.167 in the report (page 13).
7. Garden Remedies used the operational control approach to determine its organizational boundary and included in its inventory all operations over which it has operational control.
8. As a Climate Smart certified business, Garden Remedies conducted its GHG emissions inventory according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, Revised Edition. The GHG Protocol is an internationally recognized standard published by the World Resources Institute and the World Business Council on Sustainable Development.

This inventory was conducted using the emissions factors from the Climate Smart web-based greenhouse gas management tool. The Climate Smart GHG management tool was designed for adherence to the GHG Protocol. Climate Smart’s emission factors come from a variety of sources, such as Environment Canada, the GHG Protocol Initiative, the US Environmental Protection Agency and the Intergovernmental Panel on Climate Change. Climate Smart reviews its emission factors annually to update them based on refined industry methodology and changing electricity grids.

305-3

1. Scope 3 emissions 2022: 470.79 tCO2e
2. Gases included in scope 3 emissions calculations are CO2 CH4 and N2O.
3. We do not produce any biogenic emissions.
4. Some of the categories included in the scope 3 calculation include staff commuting, transportation of goods by third-party vendors, garbage, and unmetered heat and electricity from staff that works from home.
5. The base year for the calculation is 2020.
   1. We began exploring measuring our emissions in 2021 and 2020 had the most complete information for scope 1 and 2 emissions.
   2. Scope 3 emissions in 2020 were 473.2 tCO2e.
   3. Climate Smart recommends a recalculation of baseline emissions if a change occurs that would equate to a change equal to or greater than five percent of the company’s total annual emissions. Situations triggering recalculation include structural changes (e.g., the acquisition or divestment of business units); changes in calculation methodology or improvements in accuracy of emission factors/activity data; or discovery of significant or cumulative errors. For Garden Remedies’ 2022 calendar year, no recalculation was required.
6. Climate Smart uses a GHG Management tool for all emission factor sources shown here: [Climate Smart Emission factor sources - USA](https://gardenremedies-my.sharepoint.com/personal/swoodman_gardenremedies_com/Documents/Documents/Measuring%20Emissions/Climate%20Smart%20Emission%20factor%20sources%20-%20USA.pdf)
7. As a Climate Smart certified business, Garden Remedies conducted its GHG emissions inventory according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, Revised Edition. The GHG Protocol is an internationally recognized standard published by the World Resources Institute and the World Business Council on Sustainable Development.

This inventory was conducted using the emissions factors from the Climate Smart web-based greenhouse gas management tool. The Climate Smart GHG management tool was designed for adherence to the GHG Protocol. Climate Smart’s emission factors come from a variety of sources, such as Environment Canada, the GHG Protocol Initiative, the US Environmental Protection Agency and the Intergovernmental Panel on Climate Change. Climate Smart reviews its emission factors annually to update them based on refined industry methodology and changing electricity grids.

Disclosure 305-4

1. Our GHG emissions intensity ratio in 2022 is 0.43 tCO2 per lbs of flower produced.
2. We chose tCO2 per lbs of flower produced because flower produced is a consistent metric that is essential to our operations.
3. Scope 1, 2, and 3 emissions are included in the GHG emissions intensity ratio.
4. Gases included in the calculation are CO2, CH4, and N20 where applicable and R-410A, R-404A, HFC-143, C2H3F3 (CHF2CH2F) for the refrigerants.

Disclosure 305-5

1. Total GHG emissions did not decrease in 2022, however certain categories within scope 3 emissions decreased. We did not see a total decrease in part due to our expansion in 2021 including 3 new grow rooms and a new manufacturing area for our packaging and kitchen teams.
2. Gases included in the calculation are CO2, CH4, and N20 where applicable and R-410A, R-404A, HFC-143, C2H3F3 (CHF2CH2F) for the refrigerants.
3. We began exploring measuring our emissions in 2021 and 2020 had the most complete information for scope 1 and 2 emissions. We had relatively complete information for scope 3 as well but we knew that 2022 would provide a more robust assessment of scope 3 emissions.
4. Reductions mainly took place in scope 3. Garbage emissions decreased by 87.32 tCO2. We believe that this is a result of our attention to waste in 2021 and 2022 starting with adding recycling in Marlborough and Westminster and expanding recycling to be single stream in all locations where it was previously just carboard. We also reduced single-use PPE in 2021 by switching to machine washable coveralls that saved around 7100.53 lbs of PPE waste and saved us around $13,000 per month. We also performed 2 waste audits in 2022 that helped determine exactly where we were seeing excessive waste, where recycling efforts could increase, and what departments could change supplies to be more sustainable. To see more waste reduction initiatives, see disclosure 306 and pages 14-15 of the Garden Remedies ESG Report 2022. We also saw a reduction in transporting goods in scope 3 by 19.15 tCO2, this list of vendors in 2022 was also more robust than 2020. We believe that this was a result of bulk purchasing in 2022 and reducing the number of vendors we worked with. We had a few work groups focused on reducing costs in 2022 and as a result we found ways to order less frequently or order in bulk with some vendors to save money and reduce transportation. Not included in 2020 or 2022 are purchases from Amazon or Uline because we were not able to determine origin of these purchases or mode of transport. We also saw a reduction in paper consumption according to our inventory, however we were not able to find paper purchases in 2022 which makes this result inaccurate.

We began taking steps to reduce scope 2 emissions which is our largest source of emissions. We created a proposal to retrofit all our HPS fixtures to LEDs which was approved by our c-suite and then board for implementation in Q2 of 2023. We hope that this will significantly reduce scope 2 emissions when we conduct our inventory in 2023.

1. As a Climate Smart certified business, Garden Remedies conducted its GHG emissions inventory according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, Revised Edition. The GHG Protocol is an internationally recognized standard published by the World Resources Institute and the World Business Council on Sustainable Development.

This inventory was conducted using the emissions factors from the Climate Smart web-based greenhouse gas management tool. The Climate Smart GHG management tool was designed for adherence to the GHG Protocol. Climate Smart’s emission factors come from a variety of sources, such as Environment Canada, the GHG Protocol Initiative, the US Environmental Protection Agency and the Intergovernmental Panel on Climate Change. Climate Smart reviews its emission factors annually to update them based on refined industry methodology and changing electricity grids.

Disclosure 305-6

This disclosure is not applicable because we do not use or produce ozone-depleting substances.

Disclosure 305-7

1. Iv. VOC: 2.06 tons in 2022 emitted. Our air permit limit is 9.3 tons per year. All other air emissions listed are not applicable because we do not emit them.
2. The source is ethanol used during extractions and IPA used for cleaning. The values are converted from gallons to tons.
3. To calculate VOCs emitted, we input ethanol and IPA usage monthly into a table created by Woodard and Curran when they assisted Garden Remedies when first applying for our Air Permit. The table has calculations that determine the amount of ethanol lost in extractions based off ethanol reused through our closed loop system. From the ethanol lost to extractions the table converts the gallons emitted to tons emitted. This entire table was created by Woodard and Curran, and they were responsible for all calculation tools built into the table.

**Topic 13.2 Climate Adaptation and Resilience**

Disclosure 201-2

1. i. Risks include physical risks such as limited natural resources like soil or water. We are also at risk of impacts of climate change like storm surges, black outs, droughts, and other extreme weather events. Regulatory risks include Fitchburg’s recent interest in local water usage, the state of MA’s 2050 Roadmap bill to reduce emissions, MassDEP’s air quality regulations, the EPA’s hazardous waste regulations, and the CCC’s mandated reporting of electricity, water, and heat usage. These regulations can also be an opportunity for us to be ahead of the curve, comply with each but also exceed these requirements. Another risk/opportunity is customers desire to purchase products from a more sustainable company. The risk is that this could lead to greenwashing if done incorrectly, however we see it as an opportunity to transparently show the progress we have been making on our sustainability initiatives.

ii. Impacts of the physical risks are that our facility or dispensary building could be damaged in extreme weather conditions. We also could have a loss in revenue if this occurs. The biggest impact of the physical risks would be blackouts or droughts in our Fitchburg area. A blackout with our emergency generator down could cause a loss in all our flower products. If a drought occurred and water was limited to our facility this could also lead to a loss in all our flower products. Impacts of regulatory risks are mostly financial. By not complying with the regulations mentioned, we would be fined by local, state, and/or federal authorities. The other risk of not complying with these regulations are the opinions of our customers and community members. The opportunity of complying with these regulations is no financial burden, positive standing with the community and regulatory bodies, and demonstrating leadership in the industry. The impact of customers’ desire to purchase from a sustainable company includes the risk of greenwashing and if that did occur. If we did greenwash as a company, the stigma around our industry and our company would diminish. It could hurt sales, cause customers and communities not to trust us, and be extremely difficult to come back from. The opportunity with this is that by being extremely transparent about where we are currently at with our sustainability initiatives to address climate change risks, we mitigate the greenwashing risk. By demonstrating the different actions, we take, we can show leadership on sustainability in this industry, we can attract concious customers, and reduce our impact on the environment.

iii. We currently rely on our insurance company to determine the financial implications of the physical risks we face, from extreme weather to droughts to blackouts. We should determine if their assessment encompasses all financial impacts associated with risks and opportunities of climate change. As for regulatory risks, we recognize that if we did not comply with regulations from local to federal authorities that we could face financial impactions as drastic as not having our license renewed by the CCC to over $10,000 in fines from MassDEP or the EPA. As for our customers’ desire for a sustainable company, we believe this opportunity adds value to our company. We believe it increases loyalty and eyes on our products. The risk associated with our customers is not yet calculated because we have not greenwashed our sustainability efforts. Over the next 5 years we hope to determine the financial implications of all our risks and opportunities associated with climate change.

iv. As previously stated, we currently rely on our insurance company to manage the risks of the physical risks to our business. In terms of blackouts specifically, we are working to reduce energy consumption from the grid to mitigate our potential risk of a location specific blackout. For regulatory risks/opportunities, our sustainability specialist, executive team, and compliance advisors assist in mitigating these risks and turning them into opportunities by complying with all necessary regulations. To manage our risks and opportunities with customers’ desires for sustainability we have tasked our sustainability specialist with managing all sustainability projects and implementing them from internal levels to publicizing them externally. We also measure our emissions annually with Climate Smart, a third-party group that verifies our data, to make sure we are using concrete data to address sustainable concerns within our business. We have a webpage on our website dedicated to sustainability to provide transparency on some of the largest issues we tackle. To help mitigate greenwashing concerns, we do not say we are a sustainable company but instead say we are working to become more sustainable.

V. As a private company we will omit any amount we spend annually on our insurance, staff that handle compliance and annual subscription to measure our emissions with Climate Smart.

**Topic 13.5 Soil Health**

As an indoor cultivator, we are fortunate to not have to deal with many soil issues that arise for outdoor farmers including runoff, erosion, and animals/pests. We meticulously selected our soil for its low concentration of heavy metals to ensure product safety. As a cannabis company we are also not allowed to use any pesticides including ones allowed for organic farming. Instead for pest prevention we use oils and biobest packets. For fertilizer we use a mix of different products that ensure the best growth for our plants. Soil is regularly tested to ensure soil health. Once our soil has gone through a full flower cycle the soil is put into our compost compactor and shipped out to a local composter.

**Topic 13.7 Water and Effluents**

Disclosure 303-1

1. Water is an essential natural resource for growing cannabis. The plants require water daily to grow and without it our business would not exist. Water is withdrawn from city water lines, consumed by the plants and in other laboratory extraction processes, then it is discharged back into the city sewer line. Water related impacts such as our discharge could contribute to the city’s water sanitation process. The city currently has had no severe impacts caused by our water usage that we know of. Water scarcity could directly cause impacts on our operations preventing us from growing product and decreasing our revenue.
2. We currently measure water usage with our water bills from the city of Fitchburg. We do not have water meters for our input or output of water though. In 2022 we installed a water meter on the output, but it kept getting clogged, so it was removed. We currently know how much water goes to our plants on average though. In our three hydroponics rooms each plant needs around 2L per day. For the soil rooms, it varies based on the strain.
3. Garden Remedies conducted stakeholder surveys as discussed in the Sustainability report. Within this survey, we saw stakeholders care about water as an essential resource to our business and mention that we should be proactive in protecting water. With this in mind, we have talked to other cannabis companies about their approach to water stewardship through the Massachusetts Cannabis Sustainability Coalition to share best management practices. We also have connected with the city of Fitchburg and completed a water permit that provides updated information to the city on water intake and discharge. The city disclosed that filling out this permit is not required however it is recommended to help the city determine any impact we have on their water supply and treatment facility.
4. Our goal is to continue to work with the city of Fitchburg to determine if our company has any water related impacts as well as determine exactly how much water we discharge back into the water treatment system. We also plan on retrofitting our grow rooms to hydroponic rooms within the next two years and with that we want to research ways to use the runoff and recirculate it back into the rooms more efficiently.

Disclosure 303-2

1. i. We are subject to local discharge requirements, but we are well below them. The city of Fitchburg has a requirement that instantaneous discharge flow rate cannot exceed 150,000 gallons per day. Based off our yearly water usage on our bills, we used about 5,244 gallons per day in 2022. The city also has limits on phosphorus content for the whole city that are under 10lbs a month. The feed mix that we put into our hydroponic mix is minuscule trace amounts. The city also has a limit that the pH of discharged water cannot be higher than 11 and cannot be lower than 5.5; the pH of our discharged water is 5.6.

ii. Internally, we have water quality standards for our plants. These standards are confidential as they affect the growth of our plants.

iii. We have not considered any sector standards currently.

iv. The profile of the receiving waterbody was not considered however we do know that all city water comes from Bickford Pond, Wachusett Lake and the Fitchburg, Mare Meadow, Meetinghouse, and Scott Reservoirs according to the Water Division website.

Disclosure 303-3

1. All water withdrawn was third-party water municipal water from the city of Fitchburg. According to our bills 7.245777829 megaliters was withdrawn annually from Fitchburg.
2. The 7.245777829 megaliters of our water comes from surface water from a number of areas including the primary sources the Falulah, Lovell, and Ashby Reservoirs. Another group of surface water areas includes Wachusett Lake, Bickford Reservoir, Mare Meadow Reservoir, and Meetinghouse Pond. Other reservoirs that serve specific areas of Fitchburg include Scott Reservoir and Overlook Reservoir.
3. The city of Fitchburg mentioned it could come from any of these sources, and all the sources are freshwater sources.
4. The city of Fitchburg’s water department assisted with the information on the sources, where the water is withdrawn from and that it is all freshwater.

Disclosure 303-4

1. It is unknown how much water is discharged back into the sewer system. There is no meter on the discharge. According to the city of Fitchburg, the water goes to a sewer facility and then once clean it goes into the Nashua River.
2. All water eventually makes its’ way into the freshwater of the Nashua River according to the City of Fitchburg.
3. The city of Fitchburg did not say if the Nashua River was considered a water stress area therefore this part is unknown.
4. Information regarding where the water goes post treatment center was determined by the City of Fitchburg. The information about water discharge is unknown because although our bills say water amount discharged water evaporates during the grow cycle so without a meter for discharge we cannot accurately say.

Disclosure 303-5

1. In 2022, we used a total of 7.245777829 megaliters according to our water bills.
2. Unknown how much water is consumed from water stress areas.
3. The water storage is not a significant impact.
4. Information was compiled from our water bills.

**Topic 13.8 Waste**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  |  |  |
| **Table 1. Waste by composition, in metric tons (t)** | | | |
|  | Waste Generated | Waste diverted from Disposal | Waste Directed to Disposal |
| Waste Composition | | | |
| Fitchburg | 491.5409 | 426.5499 | 64.991 |
| Westminster | 15.149 | 4.874 | 10.275 |
| Marlborough | 11.274 | 3.37 | 7.904 |
| Melrose | 25.344 | 10.473 | 14.871 |
| Newton | 12.617 | 4.713 | 7.904 |
| **Totals** | **555.9249** | **449.9799** | **105.945** |
|  |  |  |  |
| **Table 2. Waste diverted from disposal by recovery option, in metric tons (t)** | | | |
|  | **Onsite** | **Offsite** | **Total** |
| **Hazardous Waste** | | | |
| Preparation for reuse | 21.0739 | 0 | 21.0739 |
| Recycling | 0 | 0 | 0 |
| Other recovery operations | 0 | 0 | 0 |
| **Total** | | | **21.0739** |
| **Non-hazardous waste** | | | |
| Preparation for reuse | 0 | 0 | 0 |
| Recycling | 0 | 49.611 | 49.611 |
| Other recovery operations | 0 | 379.295 | 379.295 |
| **Total** | | | **428.906** |
| **Waste Prevented Total** | | | **449.9799** |
|  |  |  |  |
| **Table 3. Waste directed to disposal-by-disposal operation, in metric tons (t)** | | | |
|  | **Onsite** | **Offsite** | **Total** |
| **Hazardous Waste** | | | |
| Incineration (with energy recovery) |  |  | 0 |
| Incineration (without energy recovery) |  |  | 0 |
| Landfilling |  |  | 0 |
| Other disposal operations |  | 0.969 | 0.969 |
| **Total** | | | 0.969 |
| **Non-hazardous waste** |  |  |  |
| Incineration (with energy recovery) |  | 69.289 | 69.289 |
| Incineration (without energy recovery) |  |  | 0 |
| Landfilling |  | 35.687 | 35.687 |
| Other disposal operations |  |  |  |
| **Total** | | | **104.976** |
| **Waste Directed to Disposal Total** | | | **105.945** |

Disclosure 306-1

1. i. Actual impacts of our waste generation include large amounts of plastic entering landfills from our Fitchburg cultivation and manufacturing facility, our three retail stores, and our warehouse. Our frequent pick-ups from these five locations cause emissions and landfill waste. The activities of our cultivation and manufacturing facility include cultivation, laboratory manufacturing, kitchen manufacturing, packaging, and delivering products. Some of the main inputs of these activities that lead to landfill waste include but are not limited to Metrc tags, coco bags, trellis, PPE, plastic bags, kitchen supply containers, our packaging, labels, mylar bags, cone waste, rags, employee food waste, employee bathroom waste. In the laboratory we also use ethanol in our extractions and IPA for cleaning. Any ethanol and IPA waste is properly disposed of with hazardous waste disposal experts. We also have non landfill waste including but not limited to recycling waste like cardboard, plastics, and glass and compost waste like soil and coco. The recycling waste is picked up at the same time as the landfill waste so there are no additional pick-up emissions associated with it. For compost waste, we have this waste in a compactor and it is picked up infrequently compared to landfill waste. The compost is sent to a local composter who sells it to local farms.

At our warehouse, most landfill waste is employee generated waste or shipping plastic wrap. Recycling waste is cardboard and employee plastic waste. In retail, most landfill waste is also employee generated waste like food, packaging containers, and bathroom waste. Retail does have recycling waste including cardboard, cannabis packaging from our packaging recollection, and plastic packaging from food and beverage containers. We have seen our packaging from our products out in the environment including in our parking lot, on trails, and in parks during our clean-up events. The potential impacts of our waste are ending up in other environments like in oceans and rivers. The likeliness of this is high if consumers consume our products in these environments but this is why we offer packaging recollection as a proper means of recycling. Also, potential impacts include hazardous waste spilling during transport by our third-party vendors. The likeliness of this happening is low due to proper container storage of the waste.

ii. Business inputs and outputs of waste:

|  |  |
| --- | --- |
| **Inputs** | **Outputs** |
| Soil or coco | Soil, food, and coco compost |
| Trellis | Green waste/cannabis waste |
| PPE, gloves, masks, goggles | Landfill waste |
| Metrc tags and labels | Recycling |
| Mylar bags | Products and Packaging |
| Plastic bags | Cardboard waste |
| Kitchen supplies | Hazardous waste |
| Ethanol |  |
| Packaging |  |
| Labels |  |
| Cone waste |  |
| IPA |  |
| Rags |  |

The inputs listed above all have generation upstream of our activities. We use all the inputs within our cultivation and manufacturing facility and generate new waste from the inputs like compost from soil, food, and coco waste. We generate landfill waste from non-recyclable plastic, cardboard, and employee waste. We generate recyclable waste like cardboard boxes and plastic in our activities. We generate hazardous waste from the usage of ethanol and IPA in our laboratory. We also generate cannabis waste from any product that is not fit for products or products we tried to make into products that did not pass QC tests. Lastly, we generate products and packaging that are upstream to consumers, and we generate upstream cardboard waste to other dispensaries we sell our product to. We do take and recycle some of the packaging generated by our customers though which cycles back to waste generated in our stores by our organization.

Disclosure 306-2

1. To improve waste management, we have implemented several waste reduction initiatives throughout our five locations. In our Fitchburg cultivation and manufacturing facility, we began performing bi-annual waste audits to determine our largest sources of waste on a random day of production starting in June of 2022 and then again in December of 2022. The waste audit helped identify our largest sources of landfill waste including plastic bags, Metrc Tags/zip ties, label waste, food waste, and bathroom trash. This helped us focus on ways to reduce those largest sources of waste like plastic bag waste. We reduced plastic bag waste by reusing bags for the same strain when transporting dried flower around. We tried to use reusable bins, but it was unsuccessful in our current process of transporting dried flower. After the December 2022 waste audit, we also set a goal to begin composting food and bathroom waste by June 2023 before the next waste audit. We also researched ways to reduce inputs including PPE which is mostly gloves, hairnets, and masks now that our company wears machine washable coveralls instead of single-use plastic Tyvek suits implemented in 2022. We found an option for glove recycling but with current recycling practices still being low, we decided to focus on plastic recycling education.

In retail, we finalized single-stream recycling in all locations and our warehouse that previously was not there in the beginning of 2021. Thus far this has been successful, and all locations are recycling cardboard, plastic, and glass. We also introduced two initiatives to help reduce downstream consumer waste. The first that we implemented in early 2022 was packaging recollection bins in each of our three retail locations. After 2 months of the roll out, we filled each packaging recollection bin (30 gallons) once every month and a half. We collect pre-roll tubes, drams for flower, cardboard packaging for vapes and recycle these in our regular recycling bins. We also implemented a Deli Style Growler when we were running Deli Style within our stores. Deli Style was implemented mid-2022 to offer a new shopping experience for customers. We offered the Deli Style Growler two months later to allow customers to purchase a growler and refill the growler to eliminate packaging consumption on the customers end. We only had about 10% of all growlers purchased and used by consumers before we got rid of Deli Style at the end of 2022. Although this did not ultimately work for recirculating packaging, it was a good experience for us to learn from for future waste circularity projects.

1. Waste generated by the organization and managed by a third party includes landfill waste, recycling waste, compost, and hazardous waste. Our landfill waste and recycling is managed by a private waste company that picks our waste up, and disposes of it. Our sustainability specialist has had multiple conversations with them to ensure that properly sorted material is being disposed of appropriately. We have a multi-year contract with our private waste disposal company and have good relationships with their customer representatives. For our compost, we use another private waste disposal company who we have a great relationship with. We have even visited one of the local composters our waste goes to. For our hazardous waste, we adhere to all local, state, and federal regulations. As a very small quantity generator we have reported to RCRA online, Online Tier II form, and we have shared this information with the Montachusett Regional Emergency Planning Committee and the Fitchburg Fire Department. Our private hazardous waste third party company has our EPA ID number and to our knowledge follows all environmental laws and regulations.
2. As an organization, we have assigned waste management to our facilities team and our sustainability specialist. Together they manage the relationships with our third-party vendors that manage upstream waste. The sustainability specialist performs the bi-annual waste audits as mentioned to continually assess waste generated upstream and produced by the organization. This information is recorded and presented bi-annually. The sustainability specialist also does visual monthly walk through to determine how recycling education is going in our locations and the approximate percentage of recycling is recorded each month. Our retail team helps monitor the downstream waste with the packaging recollection to ensure the success of that program and to ensure that all packaging collection gets recycled.

Disclosure 306-3

1. Table 4: Simplified breakdown of trash and recycling waste for each location.

|  |  |  |  |
| --- | --- | --- | --- |
| Location | Trash (metric tons) | Recycling (metric tons) | Total Waste (metric tons) |
| Fitchburg | 64.022 | 26.181 | 90.203 |
| Westminster | 10.275 | 4.874 | 15.149 |
| Marlborough | 7.904 | 3.37 | 11.274 |
| Melrose | 14.871 | 10.473 | 25.344 |
| Newton | 7.904 | 4.713 | 12.617 |
| **Totals** | **104.976** | **49.611** | **154.587** |

Hazardous waste = 255 gallons (from invoices) = 0.969 metric tons

Compost waste = 836,202 lbs = 379.295 metric tons

Hazardous waste reused = 21.0739 metric tons

Information in table 4 was used to create table 1.

1. These trash totals were calculated using a third-party verified calculation based on number of dumpsters, number of pick-ups per week, size of dumpsters, the volume to weight density, and approximate percentage fullness on average for each week. The trash calculations were verified by Radicle who measures our emissions. For the recycling calculations, we used the volume to weight conversion factor document by the EPA and picked the category that best represented our recycling waste and then followed the same format for the trash calculations. For our hazardous waste, this number was taken by adding the sum of all hazardous waste pick-ups weights from the invoices. The hazardous waste reused was taken from our Air Permit compliance excel sheet that shows how much ethanol is reused during the extraction process.

Disclosure 306-4

1. Shown in the table in 1 under “Waste Diverted from Disposal”.
2. i. During our ethanol extractions we have a closed loop system that helps us reuse 90% of all added ethanol. In 2022, we reused 21.0739 metric tons of ethanol within this closed loop system.
3. Shown in table 2 under column “Non-hazardous waste - Recycling”. The total is 49.611 metric tons of recycled material diverted annually. Compost diverted annually from the landfill is approximately 379.295 metric tons and is shown in table 2 under “Other recovery operations”.
4. Hazardous waste reuse is under onsite reuse while recycling and composting is offsite as shown in table 2.
5. The recycling information totals were calculated using the volume to weight conversion factor document by the EPA where we picked the category that best represented our recycling waste. The calculation was then based on number of dumpsters, number of pick-ups per week, size of dumpsters, the volume to weight density, and approximate percentage fullness on average for each week. The hazardous waste reuse was determined by using Air Permit Tracking tool where monthly we input ethanol and IPA usage and then the excel sheet helps determine how much is estimated to be loss in extraction and emitted. This tool was created by Woodard and Curran when assisting us with filing our Air Permit. Based off this information, we can determine the estimated reused ethanol. To gather the compost numbers, we asked our composter to provide the weight of our pick-ups which they had on record.

Disclosure 306-5

1. Total waste directed to disposal is 105.945 metric tons shown in table 1 and 3.
2. iv. 0.969 metric tons of hazardous waste was properly disposed of by a third-party US Ecology. It cannot be dumped into the landfill and was therefore taken by a third-party vendor.
3. All disposal in 306-5-c is shown in table 3.
4. All disposal in 306-5-b and 306-5-c is offsite as shown in table 3.
5. The waste directed to disposal, otherwise called trash, was calculated was then based on number of dumpsters, number of pick-ups per week, size of dumpsters, the volume to weight density, and approximate percentage fullness on average for each week. The trash calculations were verified by Radicle who measures our emissions. The metric tons of waste directed to disposal is shown in table 1. From table one we connected with each of our third-party trash vendors to determine if any of our waste is incinerated with or without energy recovery or landfilled. From these conversations it was said that Win Waste who handles our Fitchburg trash and recycling sends 70% of our trash to incineration with energy recovery and sends 30% of our waste to the landfill. Our conversation with Republic waste who handles our trash for Marlborough and Newton stated that about 25% of our trash is incinerated with energy recovery and 75% goes to a landfill. Casella who handles our trash for Melrose sends 100% of our waste to incineration with energy recovery according to a representative of the company and EL Harvey who handles our trash for Westminster stated that approximately 55% of our trash goes to incineration with energy recovery and 45% goes to a landfill. The hazardous waste directed to disposal was determined by waste invoices from our third-party hazardous waste disposal company US Ecology.

**Topic 13.12 Local Communities**

Disclosure 413-1

1. i. We have a positive impact plan as mandated by the CCC which demonstrates our commitment to social justice causes and community organizations.

ii. As stated in Disclosure 306-1 a.(i), during community clean-ups we have seen our own packaging out in the environment. With our direct impact on local communities’ litter, we hosted/participated in 15 community clean-ups in 2022. We continously monitor our impact on the environment by measuring our emissions, managing energy and water consumption, and working with other cannabis companies to limit the industry’s impact on the environment.

iii. We have not disclosed any environmental or social impact assessments.

iv. As mentioned in Disclosure 306-1 a.(i), we have recognized that our customers litter our packaging therefore we host regular community clean-ups. In 2022, we also focused on hiring for disproportionate impacted areas as defined by the CCC. We hired 45% of all new hires from disproportionately affected areas in 2022. Fitchburg, the location of our cultivation and manufacturing facility, is one of the identified disproportionately impacted areas therefore we focus on hiring from this area and neighboring communities so a total of 60% of new hires in 2022 have been from present or proposed areas of disproportionate impacts. We also donate to cancer groups because our customers and employees believe this cause is important. Our founder started Garden Remedies partly because of her own experience with breast cancer therefore we offered a Pink Ribbon pre-roll to donate a portion of every sale to Runway for Recovery during Breast Cancer Awareness month. We also created Jim’s Honor Roll to donate a portion of every sale to a cancer organization in honor of a GRI employee who passed away in 2021 from cancer. As a cannabis company we also recognize that we profit off of a product that was previously illegal therefore we center a lot of our donations to groups looking to address the war on drugs. In 2022, we donated $10,000 to Mass CultivatED and partnered with the Big Hope Fellowship program that is made up of a group of diverse BIPOC cannabis entrepreneurs who are residents of disproportionately impacts areas. The program helps provide these entrepreneurs with resources, training, and advice to help obtain their cannabis licenses. As for direct community involvement, we donated to Melrose Farmer’s Market, a community where one of our dispensaries is located, we worked with Project Just Because, and we participated North Star Family Services program which directly serves families living in the Fitchburg area. A list of all the groups we have donated to or worked with is listed in our positive impact plan.

v. After conducting stakeholder interviews in 2022, community engagement was a concern expressed both internally and externally. From this we decided to focus our efforts on more community clean-ups, engaging with local groups, and becoming more present in our direct community. As stated in 413-1 a.(iv), we have achieved our 2022 goal of more focused involvement in our communities, however we hope to expand this work. Our goal for 2023 is to continue this focused involvement in the direct communities we are located in.

vi. Vulnerable groups as mentioned throughout this disclosure include those people affected by the war on drugs and those who live in disproportionately affected areas or proposed areas as defined by the CCC. Our internal positive impact plan working group in 2022 helped implement many of the activities mentioned in 413-1 a.(iv). We do not have a local community consultation committee.

vii. In 2022, our sustainability group continued to work on environmental impacts by assisting the Sustainability Specialist with project implementation and volunteer opportunities like clean-ups and charitable volunteer work.

viii. We do not have a local community grievance process.

Disclosure 413-2

1. There is a large stigma in communities surrounding cannabis companies like ours. Due to this stigma, there are times where it impacts how much a community is willing to work with us. This is a reality we face but the severity of this impact is medium. This stigma can lead to increased regulations, costs, and unhappy neighbors near all our locations. Potential impacts are that community members/customers where our stores or facility is located could express disdain with us as a company if we do not try to help in the community or work with disliked community partners. Potential positive impacts include reducing the cannabis stigma with potential customers from our local community with our outreach programs and hopefully turning them from potential customers to customers. Community involvement could and does have a positive impact in helping to attract/retain employees, help society, and help break down the stigma. See other disclosures for more information on actual or potential environmental impacts on local communities.

**Topic 13.15 Non-discrimination and equal opportunity**

Disclosure 405-1

1. i. C-suite: 66% women, 33% male. ii. We will omit the ages of our c-suite due confidentiality constraints. We are required to share gender and diversity information with the state but age is private information.
2. i. Gender for all employees:

|  |  |  |  |
| --- | --- | --- | --- |
| **Female** | **Male** | **Undefined** | **Total** |
| 126 | 183 | 3 | 312 |

ii. We will omit the ages of our c-suite due confidentiality constraints. We are required to share gender and diversity information with the state but age is private information.

Disclosure 405-2

1. The pay ratio of women to men at Garden Remedies is 1:1. We have no gender pay gap within the organization however we have incomplete information when it comes to a break down of pay per location.
2. All our locations and work from home locations are significant locations of operation. This includes our cultivation and manufacturing location in Fitchburg, our warehouse in Westminster, and our three retail locations in Marlborough, Melrose, and Newton.

Disclosure 406-1

1. We did not have any incidents of discrimination during the reporting period.
2. Not applicable. We did not have any incidents of discrimination during the reporting period therefore this is not applicable.

**Topic 13.19 Occupational Health and Safety**

Disclosure 403-1

1. i. There are no legal requirements for us to follow however there are guidelines by the Cannabis Control Commission (CCC) like eye protection in the grow rooms. The CCC requires an eye safety plan, but it is voluntary to wear eye protection. However, we require eye protection as a company. Under OSHA if we require PPE then we need to provide the PPE.(2)

ii. System standards and guidelines were implemented based on recognized risk assessment by management and industry health issues. OSHA compliance and a courtesy inspection.

1. All employees are covered under the health and safety management system consisting of retail, production, processing, packaging and indoor agriculture, and remote employees are covered under a limited amount. For remote employees if there is a direct correlation between their job and their injury or illness, they are protected by the management system. In 2022, we had an Employee Health and Safety Officer who managed all worker activities/risks and implemented the health and safety system.

Disclosure 403-2

1. Work-related hazards are assessed through continued daily monitoring and inspections of equipment both electrically powered and non-electrically equipment. Also, as the industry has grown, we have read about cases of workplace injuries and fatalities at other companies to identify risks. In 2022, we hired an Employee Health and Safety Officer who had over a decade of experience to carry out this system.

To eliminate hazards, workers are trained by equipment manufacturer representatives to ensure competency of safety and operation of equipment. Also, throughout 2022, employees had an orientation training consisting of OSHA, hazard communication, PPE, and emergency evacuation. Quarterly air testing of work areas occurs throughout the building. We installed of voluntary respirator program for workers in areas which test in environment with higher-than-normal air particulates after prioritizing the risk of air quality when another company had an employee who died after a shift where they were inhaling ground cannabis dust (3). Also, it was discussed having department walk throughs to identify risks monthly which we hope to implement in 2023.

1. Employees are trained upon hire and annually in procedures of reporting dangerous or hazardous conditions. Employees are covered under the OSHA whistle blower clause.
2. Employees are trained upon hire regarding self-recognition of hazards, signs and symptoms of possible hazardous conditions and self-removal from and reporting hazardous conditions. Employees are covered under the OSHA whistle blower clause.
3. Investigations are conducted using witness statements, review of CCTV footage, physical inspection of all equipment involved. Followed by statement(s) from injured person(s). Processes of work leading to injury are reviewed with any deficiencies or hazards removed with the use of mechanical or environmental engineering controls.

Disclosure 403-3

1. As mentioned, to minimize and eliminate hazards, we hired an Employee Health and Safety Officer in 2022 who had decades of experience in this industry to ensure the quality of these services. To ensure confidentiality we trained employees about their OSHA whistleblowing rights and trained them how to report any hazards or risks they see.

Disclosure 403-4

1. Our goal for 2023 is to install a health and safety committee comprised of department managers who conduct monthly health and safety inspections to workers.
2. Our goal for our health and safety committee is to have senior managers conduct monthly safety checks and then have other managers within their department rotate reporting to the committee. We plan for the committee to gather quarterly to discuss and or as needed when issues arise. During weekly department meetings we hope managers will use this as a time to address any concerns.

Disclosure 403-5

1. As mentioned, employees had an orientation training consisting of OSHA, hazard communication, PPE, and emergency evacuation. We also have training on disasters, robbery, and active shooter situations. Some departments also receive additional training depending on what they work with. For example, the laboratory has training on hazardous materials and facilities has training on Oil Spill Prevention. In packaging training is provided by the packaging machine manufacturer on employee safety and in the kitchen, employees are serve safe certified.

Disclosure 403-6

1. Workers are allowed time off to seek non-work-related healthcare services. In 2021 during COVID, we even offered extra days off to get vaccinated and boosted.
2. Workers have access to several different programs through our benefits including but not limited to dental insurance, vision insurance, health insurance, short- and long-term disability, and more. All these programs are voluntary opt-in programs through our benefits package.

Disclosure 403-7

1. There are no legal requirements or standards that we currently follow, however we use guidance from OSHA and the CCC to inform our health and safety management system. All employees are covered by this management system as stated in 403-2 (b).
2. Information incomplete. We do not have a number of employees who are workers who are not employees therefore we cannot answer this question. See disclosure 2-8 for more information about omitted information regarding workers who are not employees.
3. Our Employee Health and Safety Officer determined if there were any legal requirements or guidelines required to be followed and determined there were none. Instead, we followed guidelines by the CCC and OSHA.

Disclosure 403-9

1. i. 0; ii. 0; iii. 4; iv. Extremities; v. The total lost time from work related injuries was 1,400 hours.
2. 0 for all parts.
3. i. Inspection and engineering controls determined high-consequence injuries; ii.0; iii. Air quality testing. Change of lighting in certain areas in facility.
4. Goals to eliminate work related hazards are in disclosure 403-4.
5. 200,000 hours
6. Information incomplete. We do not have a number of employees who are workers who are not employees therefore we cannot answer this question. See disclosure 2-8 for more information about omitted information regarding workers who are not employees.
7. All this information is retained by HR and our head of security who used records to compile this information.

Disclosure 403-10

1. 0 for all parts
2. Information incomplete. We do not have a number of employees who are workers who are not employees therefore we cannot answer this question. See disclosure 2-8 for more information about omitted information regarding workers who are not employees.
3. i. Air quality has been a main concern since the building out of our cultivation and manufacturing facility however, as mentioned in 403-2 we identified air quality as a higher risk concern than before after reading the news about another company’s employee died. ii. We have had zero cases of ill health during the reporting period caused by this issue. iii. We installed a voluntary respirator program for workers in areas which test the environment with higher-than-normal air particulates. iv. Information incomplete. We do not have a number of employees who are workers who are not employees therefore we cannot answer this question. See disclosure 2-8 for more information about omitted information regarding workers who are not employees.
4. The information about the importance of air quality safety was compiled by reading the news.

**Topic 13.20 Employment Practices**

Information on the management of employment practices can be found in the talent and employee retention section and the inequality section of the report.

**Topic 13.21 Living Income and Living Wage**

This information on how we determine our wages is confidential. To remain competitive within our industry we do not disclose most wages until the offer letter following the interview process.

**Topic 13.22 Economic Inclusion**

Disclosure 201-1

Our economic revenue is private information only shared with the board, internally with staff. Operating costs, employee wages, investments and other uses of money are also confidential to help us remain competitive with other cannabis companies.

Disclosure 203-1

1. In 2022, we had renovations to our retail locations, kitchen and pakcaging upgrade, and mom grow room retrofit.
2. There is a large stigma associated with cannabis companies like ours within the communities we are located in. Due to this stigma, there have been times where it impacts how much a community is willing to work with us. This is a reality we face but the severity of this impact is medium. This stigma can lead to increased regulations, costs, and unhappy neighbors. Even with this stigma, our dispensary cities benefit financially from us residing there. In each city in which we are located, the city receives taxes from our business as well as specific amounts of money based on our revenue from mandated city agreements.
3. These investments were determined by the executive team and approved capital spends by the board.

Disclosure 203-2

1. Garden Remedies focuses on building up the communities in which we are in by creating jobs for community members. In 2022 we had 48 employees from Fitchburg, 13 from Marlborough, 4 from Melrose, 3 from Newton, and 4 from Westminster. The surrounding towns of our five locations make up a majority of communities where our employees reside. See Disclosure 2-7 for a breakdown by city. We have also worked to increase the affordability of products through our seconds brand.
2. We do not know of any benchmarks, protocols, or policy agendas for indirect economic impacts. Affordability was a stakeholder concern though but not determined as a high priority concern.

**Topic 13.23 Supply Chain Traceability**

When measuring our scope 3 emissions, we determined which products we sourced out to determine our inputs and then where the waste stream goes as well as where our produced products go to determine our outputs. We used our invoice history to do this.

**Topic 13.24 Public Policy**

3-3: We do run the Massachusetts Cannabis Sustainability Coalition which is made up of 20+ companies within the MA cannabis industry dedicated to lobbying for sustainable regulations, sharing best management practices and collaborate on environmental issues. More about this can be found on our sustainability page on our website.

415-1: Not applicable as we do not make any monetary and in-kind political contributions.

**Topic 13.26 Anti-corruption**

Disclosure 205-1

1. 0 risks related to corruption.
2. Given the long history of cannabis prohibition in the United States, and the role that criminalization of cannabis has played in the disproportionately high levels of incarceration for people of color, a company like GRI must be more than ethical. There would be a severe impact if our company and/or another cannabis company had any form of corruption within their company. This would not only cause severe distrust in the industry but also severely impact on our profitability. The likelihood of this happening with GRI is low but it has a potential negative impact.

Disclosure 205-2

1. The full Board of Directors and Executive Team receive annual ethics training and have all anti-corruption policies shared in the employee handbook. The breakdown by region is not separate from the full employee region breakdown in disclosure 2-7.
2. All employees with ethics training during orientation and have all anti-corruption policies shared in the employee handbook. The breakdown by employee region can be found in Disclosure 2-7.
3. We do not have this information so it will be omitted by incomplete information.
4. The full Board of Directors and Executive Team receive annual ethics training and have all anti-corruption policies shared in the employee handbook. The breakdown by region is not separate from the full employee region breakdown in disclosure 2-7.
5. All employees with ethics training during orientation and have all anti-corruption policies shared in the employee handbook. The breakdown by employee region can be found in Disclosure 2-7.

Disclosure 205-3

1. 0 incidents of corruption
2. 0 incidents of corruption
3. 0 incidents of corruption
4. 0 public legal cases regarding corruption

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Topics in the applicable GRI Sector Standards determined as not material | |  |  |  |  |  |
| Topic | Explanation | | | | | |
| GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 | | | | | | |
| Topic 13.3 Biodiversity | As an indoor cannabis cultivator, we are not posing the same threats to biodiversity as an outdoor grower would. Although we only grow cannabis, we grow different strains in very specific indoor settings. This does not impact the pests or soil like growing a monoculture outdoors can. | | | | | |
| Topic 13.4 Natural Ecosystem conversion | As an indoor cannabis cultivator, no land or vegetation was cleared for our agriculture. This manufacturing facility also stood here before we began using it for our cultivation facility therefore, we did not clear the land to build this indoor facility either. | | | | | |
| Topic 13.6 Pesticide use | Pesticides are not allowed to be used within the MA cannabis industry because MA pesticide law follows federal pesticide law and since cannabis is still federally illegal the EPA does not allow any pesticides to be used on cannabis. | | | | | |
| Topic 13.9 Food security | We do not produce food therefore food security is not material. | | | | | |
| Topic 13.10 Food safety | We do not produce food therefore food safety is not material however product safety is. | | | | | |
| Topic 13.11 Animal health and welfare | No animals are involved in the cultivation of cannabis therefore this is not a material topic. | | | | | |
| Topic 13.13 Land and resource rights | Again, as an indoor grow facility we do not use natural resources on the property and do not manage or control land resources. | | | | | |
| Topic 13.14 Rights of indigenous peoples | Although we recognize that all land was stolen from indigenous people, we currently only cultivate cannabis in an indoor facility that was a previous manufacturing facility. We did not build on designated indigenous land and pull water from the city not a natural resource that could particularly harm indigenous peoples. | | | | | |
| Topic 13.16 Forced or compulsory labor | We do not have forced or compulsory labor at Garden Remedies and would never tolerate it. Not only is it against the law but it is immoral. | | | | | |
| Topic 13.17 Child labor | Child labor is not a material topic in the cannabis industry because no one under 21 is allowed ot work within our industry. | | | | | |
| Topic 13.18 Freedom of association and collective bargaining | No employee is covered by collective bargaining agreements. We provide good benefits and support to all employees and collective bargaining has not been applicable at this point. | | | | | |
| Topic 13.25 Anti-competitive behavior | Due to CCC regulations that limit the number of dispensaries that a license can own, it limits our ability to be anti-competitive. We also only operate in one state which limits our ability to reduce costs here that could be anti-competitive because we would be making more somewhere else. | | | | | |

Sources

1. Eversource Emission Factor based on Eversource: 2020 Sustainability Report.

Unitil Emission Factor based on Unitil 2021 Corporate Sustainability and Responsibility Report.

2. Commonwealth of Massachusetts. “Cannabis Control Commission Energy and Environment Compiled Guidance”. Revised November 2021. Page 46.

3. Schoenberg, Shira. “Worker dies at Holyoke cannabis cultivation facility”. CommonWealth Non-Profit Journal of Politics, Ideas & Civic Life. October 3, 2022. [https://commonwealthmagazine.org/marijuana/worker-dies-at-holyoke-cannabis-cultivation facility/#:~:text=LORNA%20MCMURREY%2C%20a%2027%2Dyear,after%20inhaling%20ground%20cannabis%20dust](https://commonwealthmagazine.org/marijuana/worker-dies-at-holyoke-cannabis-cultivation%20facility/#:~:text=LORNA%20MCMURREY%2C%20a%2027%2Dyear,after%20inhaling%20ground%20cannabis%20dust).