



## **1. Introduction, Goals and Outcomes**

### **1.1. Introduction**

The Maven Hemp Executive and Non-Executive Team has prepared this Stakeholder Engagement Policy for the year 2021 to reflect our current stakeholders, their needs and interests, across the international landscape of our work. Maven Hemp's stakeholders are situated across the United States of America where we are headquartered in Denver, Colorado, as well as Israel, Central and Latin America where our distribution partners and clients are located.

Stakeholder engagement is the process used by a company or organization to engage relevant stakeholders for a clear purpose with the goal of working collaboratively to achieve positive economic, social and environmental outcomes.

It is now also recognized as a fundamental accountability mechanism, since it requires a company or organization to:

1.1.1. Involve stakeholders in identifying, understanding and responding to governance, sustainability and impact issues, concerns, and;

1.1.2. To report, explain and answer to stakeholders with regards to the company or organization's decisions, actions and performance across a range of indicators, including those that are governance-based, financial, social, and environmental.

Maven Hemp Stakeholders include our company's team members, customers, suppliers, local community members, distribution partners, affiliated businesses and aligned companies that we have invested in or are involved in managing in accordance with the same mission-driven principles that we abide by and believe in.



## **1.2. Goals**

1.2.1. Stakeholder involvement in the process of setting specific outcome objectives related to the economic, social and environmental performance of the company and its projects and initiatives.

1.2.2. Transparency and accountability related to the company's achievement of specific outcomes related to its economic, social and environmental performance.

1.2.3. Stakeholder involvement in the process of affiliated manufacturing, investment and partnership-based projects substantiating progress according to Sustainable Development Goals and Indicators.

1.2.4. The ongoing development of an inclusive, fair and transparent corporate culture, that engages stakeholders in the identification of potential gaps and problem areas related to product and service delivery by Maven Hemp.

## **1.3. Outcomes**

Maven Hemp is dedicated to outlining specific outcomes as related to the positive social and environmental impact our Stakeholder Engagement initiatives are intended to create. Our process in realizing those outcomes involves:

1.3.1. Collaboratively creating project-specific stakeholder engagement plans;

1.3.2. Outlining specific impact metrics according to internationally-recognized standards, including, but not limited to, the B Impact Assessment and the Global Impact Investing Network's catalog of IRIS impact metrics;



1.3.3. Establishing clear methods of engagement, setting meeting dates and leading collaborative projects in accordance with each individual project-specific stakeholder engagement plans.

## **2. Governance and Decision-Making**

2.1. Maven Hemp Stakeholder Engagement Initiatives are governed by the company's Executive Management, and are influenced by feedback from Non-Executive Team Members, Advisors, and Investors.

2.2. Our Executive Management team establishes Stakeholder Engagement Policy, Plans and Procedures, that are then presented to potential and current Stakeholder Board members, and become open for feedback from both the Stakeholder Board, and Stakeholders that are not officially engaged with Stakeholder Board initiatives, including, but not limited to: Maven Hemp team members, End-Users, and Beneficiaries related to our products, manufacturing services and affiliated companies.

2.3. Stakeholder Engagement practices and procedures may vary from one geographic location to the next, in accordance with Maven Hemp customer requirements, needs, and partner projects, in alignment with the needs, goals and objectives that relate to particular local stakeholder groups.

## **3. Scope of Engagement**

The following are specific methods of engagement that relate to the scope of Stakeholder inclusion as part of Maven Hemp Governance:



**3.1. Stakeholder Boards** - Official corporate governing bodies that involve long-term representatives of stakeholder groups, including Customers, Team Members, Suppliers and Investees.

**3.2. Collaborative Stakeholder Engagement Planning** - A project-based process that involves Stakeholders in the development of specific engagement plans that relate to a particular project or initiative.

**3.3. Online Forums, Groups and Surveys** - Stakeholder participation in online Forums and Groups is enabled through communications channels including: video conference calling, messaging applications, by email, and directly on the Maven Hemp website and customer portal: <https://mavenhemp.com> Surveys are sent out to Stakeholders by email and uploaded to Maven Hemp digital platforms.

#### **4. Impact**

4.1. Plans and procedures are in development for the purpose of engaging with regenerative farmers and purpose-driven producers across the international scope of our work and distribution channels inclusive of the United States, Israel, Central and Latin America. The identification and engagement of regenerative and organic farmers, as well as artisan producers, takes place in partnership with Roshem Network members <https://roshem.net> and the SHEFA Mindful Abundance initiative: <https://il.shefa.shop>, inclusive of regenerative farmers, impact-driven companies, impact investment and community development funds, investors and leaders involved in the development of the regenerative economy.

4.2. The Maven Hemp team engages female members of our Advisory Board who have experienced barriers to employment or have been underemployed as part of our Stakeholder Engagement Planning processes



4.3. Standards, resources, tools and methodology utilized for the purpose of impact measurement and management to substantiate and verify the achievement of economic, social and environmental impact outcomes include, but are not limited to:

4.3.1. Progress made according to the B Impact Assessment, policy development and improvement according to B Corporation standards;

4.3.2. The Global Impact Investing Network catalog of IRIS Impact Outcomes;

4.3.3. Direct stakeholder involvement in impact report reviews and impact outcome verification;

4.3.4. Targets and Indicators in accordance with the Sustainable Development Goals.

## 5. Reporting and Transparency

The levels of reporting within the company for the year 2021 are:

5.1. **Publicly transparent** reporting made available on the company's website at: <https://mavenhemp.com/stakeholders>

5.2. Reporting to **Executive Management** inclusive of **Team Member** representation

5.3. Reporting to the **Stakeholder Board**

5.4. Reporting to the **Advisory Board**



5.5. Reporting to the Company’s **Customers**

5.6. Third-party verification through the non-profit B Lab organization as part of the B Impact Assessment with the goal of obtaining full B Corporation certification during the second quarter of 2020

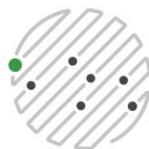
**6. Company Accountability**

The formal accountability structure for the year 2020 is as follows:

Grievances and disciplinary issues are addressed directly by the CEO, Stakeholder Board Chair, or Advisory Board Chair or Working Group Leader.

Board members are provided with clear performance-based expectations, key performance indicators and milestones related to their work.

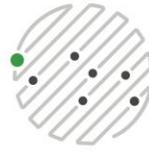
Accountability Level	Structure	Representation and Responsible Individuals	Procedures
Executive	Executive Management	Executive managers and advisors Team members including non-executive managers Zev Barnett, CEO <a href="mailto:zev@mavenhemp.com">zev@mavenhemp.com</a>	Executive Management develops Stakeholder Engagement Policy and Procedures. The CEO leads the company’s scaling and growth strategy, the development of new and improved product offerings, programs, policies and procedures, along with the consistent implementation of sustainable



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			development and impact management standards as part of the company's operations.
Executive	Stakeholder Board	Representation includes Customers, Suppliers, Investees, Government Representatives and Investees. Stakeholder Board Chair:	The Stakeholder Board reviews and improves Stakeholder Engagement Policy and Procedures. The Stakeholder Board further reviews reports, impact data, and outcomes reported on and developed by the Advisory Board, and the Stakeholder Engagement Planning working group.
Leadership and Advisory	Advisory Board	Representation includes Customers, Suppliers, Investees, Impact Investors, and advisors selected for their commitment to sustainability, the realization of impact outcomes, and the development of the regenerative economy. Advisory Board Chair:	The Advisory Board leads the company's business development processes and implements clear sustainable development, impact measurement and management, and investment strategies. The Advisory Board further reviews company projects and initiatives, technological platforms, pricing and service structure, corporate policies and procedures.
Leadership and Advisory	Stakeholder Engagement Planning Group	Representation includes Customers, Suppliers, Investees, Team Members, the Impact Investment Community, Community Organizations and Nonprofits, Advisors and	The Stakeholder Engagement Planning Group is an active working group that develops engagement plans for each individual company project or initiative. The Group



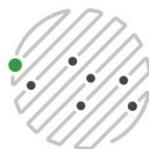
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		Program Participants. Working Group Lead:	further develops project plans and specific outcome measurement plans in alignment with third-party standards acceptable to the company.
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## 2021 Stakeholder Engagement in Practice

Stakeholders	Method of Engagement	Company Initiatives
<b>Team Members</b>	<ul style="list-style-type: none"> <li>- Weekly team meetings</li> <li>- Benefit Officer to the company's Stakeholder Engagement initiatives</li> <li>- Employee surveys</li> <li>- Team member involvement in policy development</li> <li>- Team member inclusion in executive meetings with clients, partners and investees</li> </ul>	<ul style="list-style-type: none"> <li>- Dedicated meetings once per week</li> <li>- Maven Hemp Stakeholder Engagement Policy development</li> <li>- Corporate policy development</li> <li>- Impact measurement and management strategy development</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>- Regular meetings in accordance with company goals and impact outcomes</li> <li>- Customer representation on Stakeholder Boards</li> <li>- Customer representation on Advisory boards</li> <li>- Customer feedback on company policy, communication, pricing, program development and stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>- Meetings once per week during active projects. Monthly Stakeholder Board and Advisory Board meetings.</li> <li>- Clear communication channels with identified team leaders</li> <li>- Feedback mechanisms include Maven Hemp</li> </ul>



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	policy and strategy	digital platforms
Suppliers	<ul style="list-style-type: none"><li>- Regular meetings in accordance with company goals and impact outcomes</li><li>- Supplier representation on stakeholder boards</li><li>- Supplier representation on advisory boards</li><li>- Supplier feedback on company policy, communication, pricing, program development and stakeholder engagement policy and strategy</li><li>- Supplier involvement in organic and regenerative agriculture project and program development, alongside food processing standards and the development of organic and natural consumer products</li></ul>	<ul style="list-style-type: none"><li>- Online and meetings</li><li>- Customized feedback mechanisms that address the unique needs of each Supplier, including messaging app groups, video conference meetings, in-person meetings with Maven Hemp team members, and the facilitation of training on the use of features on <a href="https://mavenhemp.com">https://mavenhemp.com</a> and other relevant platforms</li></ul>