



CANNA COMPANION®

2023 Sustainability Report
Women Owned. Pet & Earth Approved.

Our Mission Statement

Continue research into the endocannabinoid system to improve animal quality of life and thus the human-animal bond. Provide education and foster conversations between the public and medical professionals to advance this effort. Maintain exemplary environmental standards and progressive business practices

In 2014, we started the conversation on cannabis and now lead the pet CBD industry in sustainability. Hemp is inherently a sustainable agriculture commodity as it uses little water & requires no pesticides for healthy growth.
It's also a natural soil and air purifier.

We wanted to extend the naturally environmentally friendly aspects of the hemp plant into our daily business lives.

This report measures our commitment to sustainable business practices and to the health and well-being of pets and their human families.





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SUSTAINABLE MATERIALS



We care about our planet and our impact and in 2020 achieved our goal of making our packaging 100% recyclable. Our outer packaging and shipping boxes are 100% post-consumer cardboard, and our inner packaging is 100% recyclable and sustainable glass bottles.

Glass packaging is not only the most environmentally friendly, it also preserves volatile compounds and extends the shelf-life of our products.



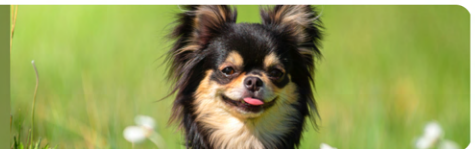
HEALTHY, HAPPY EMPLOYEES



We believe in maintaining a company culture of good environmental practices, employee health and safety. We are leading the way for our employees with advanced HR practices, extensive environmental monitoring and by promoting healthy personal habits. A healthy work life balance is encouraged via shorter work weeks, accrued company-paid PTE (personal time equivalent) and full health insurance coverage.

Within the workplace, Canna Companion utilizes low VOC cleaners and dehumidified HEPPA filtered HVAC equipment and monitors air quality with AirThinX system. We have regular conversations about personal pronoun preferences, gender discrimination and cross-cultural communication.

SUSTAINABLE PARTNERSHIPS



We know how important it is for our whole community to work together towards sustainable practices, that's why we partner with industry-leading organizations. As a Top Performing Pet Sustainability Coalition accredited company for two years in a row, we like to partner with and share our sustainable practices with other organizations like the National Animal Supplement Council (NASc) and the Veterinary Cannabis Society. We also extend such partnerships to our vendors and vet them thoroughly via our Supplier Verification and Code of Conduct policies.



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SUSTAINABLE MATERIALS DETAILS



Our previous packaging was a PET/HDPE polymer blend requiring mixed plastics recycling capabilities not commonly found with curbside pickup. Only an estimated 5% of all plastics are recycled in the U.S., while up to 31% of glass is recycled.

In addition to sustainable packaging, **Canna Companion** provides a full recycling station in house including company-issued PPE, packaging materials, and hard-to-recycle plastics. Employees routinely bring materials from home and collectively, we have recycled over 450 lb since 2020.

We work with companies like **TerraCycle**, **ZeroWaste** & **The Blue Shoe Guy** to fulfill our commitment to reduce as much landfill waste as possible while supporting US-based companies. In fact, our manufacturing facility's waste is so small, in 2020 we changed our curbside pick up bin to the smallest available (20 gal) with lowest pick-up rate offered (1/mo).

We didn't stop there. Reducing our impact on the environment further, all the paper used in our facility is 100% recycled, tree-free based, and carbon neutral!

HEALTHY, HAPPY EMPLOYEES DETAILS



A recent **study** out of the U.K. showed 4 day work weeks significantly increased job satisfaction, improved work-life balance & reduced employee stress. It also indicated improved product quality and customer service interactions plus reduced absences and sick days. Our employees agree! Our shipping manager for 8 yr says, "I wouldn't want to work anywhere else!"

AirThinx released an **article** in June 2023 showing the importance of monitoring air quality within the workplace so that companies can appropriately take steps to improve the working environment.

In September 2022, we were able to get real time data on internal vs external air quality. The Bolt Creek Wildfire in Washington state caused external PM2.5 to reach sustained levels of >150 ug/m³. The EPA recommends a limit of 35 ug/m³.

Inside Canna Companion's manufacturing facility, PM2.5 averaged 27.2 ug/m³, well above our general average of 2.0 ug/m³ but thankfully below hazardous levels for our employees.



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SUSTAINABLE PARTNERSHIPS DETAILS



PSC Top Performer: Going through the process of accreditation requires we understand where our business is today as well as where we need to go in terms of science-based improvement in our sustainable practices. We must develop and implement strategies to achieve our goals and monitor our progress so that future changes are sound. During this process, we were proud and pleased to learn Canna Companion's procedures and daily business practices were all in top form – we only lacked documentation which was quickly developed.



NASC Primary Supplier: As an NASC Primary Supplier we can comfortably state our products are made in a regulatory compliant facility free from pesticides and other toxic chemicals. A rigorous qualification process ensures procedures are cGMP compliant and that we practice what we write down. We expanded those requirements to a company-wide transparency policy, writing informational articles regarding our processes, then providing batch-associated 3rd party test results online.



VSC Sponsor: When we sat down to choose a company Canna Companion wanted to sponsor, we knew it had to be one that combined our education and science backgrounds with progressive business practices. Veterinary Cannabis Society fits the bill perfectly! They are a woman run company whose educational programs help teach new veterinary professionals about the science of cannabis therapy in veterinary medicine. VSC utilizes their extensive list of Board of Directors and staff members to promote legislation nationwide for healthy and safe cannabis regulation for all pets.

Supplier Verification & Code of Conduct Policies:

While NASC regulations require we test for certain compounds from our suppliers, we go much further than that requiring 3rd party, batch-associated test results for ingredients to include not only potency (how much CBD and THC is in the product) and microbial levels (E. coli & Salmonella), but also pesticide, heavy metal, and residual solvent amounts. We also require current organic and cGMP or NASC Seal certifications from our suppliers. If a company passes those areas, they must align with our Code of Conduct which utilizes SDG Action Manager modules including:





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MOVING FORWARD



Our achievements to date are impressive but we can do more.
By 2025 Canna Companion will have its B Corp certification ... in fact our initial Impact Assessment score was 78% and submission requires min. 80%!
We can't wait to report our final assessment score and certification receipt.

We also aim to continue advancement in cannabis science for veterinary medicine by continuing our partnership with **Louisiana State University College of Veterinary Medicine's** research department. Thus far, Canna Companion has funded 2 parrot and 1 rabbit study and have another rabbit study pending.
These critical studies show how cannabis compounds move throughout the body.
We believe in pushing the envelope of medicine for all species, not just our more common furry friends.



CANNA COMPANION®
Cannabis Science for the Animal World®

