

Transcendent Integrative Health, LLC (TIH)

License #: NMO-00024

Business Owner: Dr. Ryan Phillips

[drphillipnd@gmail.com](mailto:drphillipnd@gmail.com) / [info@transcendent.health](mailto:info@transcendent.health)

Phone #: 720-280-7017

## **ESG: Environmental Social Governance Plan**

This plan is designed to align with the requirements of the Colorado Natural Medicine Health Act and demonstrates a commitment to responsible and ethical operations in the State of Colorado.

### **I. Introduction and Purpose**

- This ESG plan outlines TIH's commitment to environmental sustainability, social responsibility, and good governance within the regulated natural medicine industry in Colorado.
- The plan is designed to meet the requirements of 1 CCR 213-1, Rule 2110 (4), which mandates that applicants for a Natural Medicine Business License demonstrate minimum environmental and social impact criteria related to their proposed operations, as well as any governance policies.
- The plan will be made publicly available by publishing it on the company's website or in another public location.
- TIH will provide an annual update to their ESG plan as part of their license renewal application and document any ESG accomplishments, initiatives, or metrics. Any changes to the plan, and SMART goals will be detailed.

### **II. Environmental Impact Criteria**

- TIH commits to a strategic, measurable, achievable, real, and time-bound (SMART) plan to incorporate principles of environmental resiliency and sustainability.
- **Energy Efficiency:** TIH will prioritize energy-efficient practices in its facilities.
  - TIH will use LED lighting and energy-efficient appliances, including remotely monitored and controlled fans, heating units, and grow lights.
  - TIH will implement a policy of turning off lights and equipment when not in use.
- **Water Conservation:** TIH will adopt water conservation measures.
  - TIH will implement water-efficient cultivation practices.
  - TIH will monitor water usage and set goals for reduction.
- **Waste Reduction:** TIH will minimize waste production.
  - TIH will use recyclable and compostable materials whenever possible.
  - TIH will have procedures for proper disposal of regulated natural medicine waste, ensuring that it is rendered unusable, according to the Final Rules drafted under

the NMHA. TIH will track all Regulated Natural Medicine Waste in a log detailing the disposal process.

- All compostable materials not considered “natural medicine waste” will be composted off site.
- **Sustainable Sourcing:** TIH will prioritize sourcing materials from environmentally responsible and/or local suppliers.
  - TIH will favor local and organic cultivation inputs whenever possible.
  - TIH will use packaging made from recycled materials or other sustainable options.
- **Pest Management:** TIH will implement an Integrated Pest Management system.
  - TIH will not use harmful chemicals or pesticides, prioritizing principles of permaculture and organic herbicides/pesticides/fungicides.
  - TIH will use biological controls to manage pests.

### III. Social Impact Criteria

- TIH is dedicated to promoting beneficial outcomes for Colorado and the Regulated Natural Medicine Program, with a focus on social equity and community well-being.
- **Inclusive Hiring and Contracting:** TIH commits to promoting diversity and inclusion in its hiring and contracting practices.
  - TIH will actively recruit and hire individuals from diverse backgrounds.
  - TIH will prioritize contracting with businesses that are indigenous-owned or owned by members of a Federally Recognized American Tribe when available.
- **Community Engagement:** TIH will engage with local communities to foster positive relationships and support local initiatives.
  - TIH will participate in community events and initiatives.
  - TIH will collaborate with local organizations to promote education and awareness about natural medicine.
- **Accessibility:** TIH is committed to ensuring its services are accessible to underserved community members.
  - TIH will develop a scholarship program during its first year which will become operational by year 2. This program will set aside a portion of profits into this fund so that discounted or free services can be offered to individuals experiencing economic hardship.
  - TIH will work with community organizations and funds to create accessibility for marginalized communities.
- **Safety:** TIH will follow all guidelines, rules, and procedures to ensure the safety of its participants and employees.
  - TIH will follow all guidelines related to the handling, storage, and disposal of Regulated Natural Medicine.
  - TIH will adhere to all requirements for reporting Adverse Health Events
  - TIH will follow all required protocols for participant screening, preparation, administration, and integration.

#### IV. Governance Criteria

- TIH is committed to transparent and ethical corporate governance practices.
- **Transparent Decision-Making:** TIH will implement transparent decision-making processes.
  - TIH will establish policies that promote transparency and avoid board-related conflicts of interest.
- **Political Contributions and Lobbying:** TIH will disclose political contributions and lobbying efforts to avoid the appearance of bribery or corruption.
- **Compliance:** TIH will ensure compliance with all state and federal laws, rules and regulations.
  - TIH will monitor all rules and regulations for changes that could impact business operations.
  - TIH will consult with legal counsel to ensure full compliance with the Colorado Natural Medicine Code.

#### V. Implementation and Review

- **Regular Review:** TIH will review and update this ESG plan annually to ensure that it remains relevant and effective.
- **Performance Measurement:** TIH will track and report on its performance against the goals outlined in this plan, using metrics relevant to each area of focus.
- **Stakeholder Engagement:** TIH will seek input from stakeholders, including employees, community members, and indigenous groups, to ensure that the plan reflects the needs and concerns of the community.
- **Training:** TIH will provide training for employees to ensure that they understand and adhere to the policies outlined in the ESG plan.

This comprehensive ESG plan will guide Transcendent Integrative Health, LLC in operating responsibly and ethically, while promoting the well-being of the community and protecting the environment. This plan is also designed to comply with all state rules and regulations.

President / Owner

Dr. Ryan Phillips, ND

Date 2/4/2025