I. Introduction and Purpose

1. This environmental, social, and governance (ESG) plan outlines Sangam Healing Center, LLC's commitment to environmental sustainability, social responsibility, and ethical governance within Colorado's regulated natural medicine industry. It is designed to comply with 1 CCR 213-1, Rule 2125(A)(4), under the Colorado Natural Medicine Code, and to meet the minimum environmental and social impact criteria for licensure.
2. Sangam Healing Center's ESG plan will be publicly available on the company's website and updated annually as part of the license renewal process, as 1 CCR 213-1, Rule 2130(H)(8) requires.
3. Sangam Healing Center is a single-member limited liability company. It supports historically underserved communities, including Indigenous people, through community outreach and discounted natural medicine services (see Social Impact Criteria) and reports this impact annually on the company website.
4. Sangam Healing Center, LLC is a minority- and woman-owned business.

II. Environmental Impact Criteria

1. Sangam Healing Center is dedicated to minimizing its environmental impact through sustainable practices. Because Sangam Healing Center does not cultivate natural medicine and stores only minimal amounts of psilocybin, its environmental focus is on energy efficiency, waste reduction, and sustainable sourcing.

    (a) Energy Efficiency

        1. Replaced all overhead lighting with energy-efficient LED lighting.
        2. All appliances, including the refrigerator, are energy-efficient.
        3. Installed a smart energy thermostat system that monitors and controls heating, ventilation, and air conditioning (HVAC).

    (b) Waste Reduction & Sustainable Materials

        1. Use compostable and recyclable materials wherever possible.
        2. Maintain a regulated natural medicine waste log to track disposal methods in compliance with state natural medicine rules.
        3. Implement a strict disposal policy to render regulated natural medicine waste unusable.

(c) Sustainable Sourcing

1. Prioritize eco-friendly, biodegradable, or recycled packaging.
2. Partner, where possible, with local suppliers to reduce its carbon footprint and promote sustainability.

(d) Measurable Metrics

1. Operating within a shared medical building, Sangam Healing Center will implement and track initiatives to enhance environmental sustainability, social responsibility, and ethical governance within the scope of its leased space.
2. Optimize energy efficiency by maintaining energy-efficient LED lighting and appliances and advocating for building-wide sustainability initiatives with property management.
3. Maximize the use of compostable and recyclable materials for packaging and office supplies, tracked through procurement records.

III. Social Impact Criteria

1. Sangam Healing Center is committed to social responsibility, diversity, and community engagement. The following initiatives promote inclusivity, equity, and ethical operations.

(a) Inclusive Hiring and Fair Wages

1. Actively recruit contractors and employees from diverse backgrounds.

2. Pay contractors fair, market-based rates.

3. Review contractor rates annually to adjust for cost of living.

(b) Community Engagement and Accessibility

1. Engage in community outreach programs and support local initiatives related to mental health and wellness.

2. Offer discounted or free services for underserved populations, including Indigenous people.

3. Collaborate with nonprofits and community groups to improve access to natural medicine services.

(c) Safety and Ethical Treatment

1. Strictly adhere to all regulatory safety protocols for the handling, storage, and administration of natural medicines.

2. Implement comprehensive participant screening, preparation, administration, and integration procedures.

3. Follow mandatory adverse health event reporting requirements.

IV. Governance Criteria

1. Sangam Healing Center is a single-member limited liability company whose owner makes all business decisions. Its governance commitments are scaled to that structure and focus on advice, transparency, ethical conduct, and regulatory compliance.

(a) Advice and Input

1. Consult a Core Team of Licensed Facilitators on standard operating procedures, workflow, and Sangam's culture.

(b) Transparency

1. Publish this ESG plan and its annual status update on the company website.
2. Make no political contributions and do not lobby; disclose any future political activity in this plan.

(c) Ethical Conduct

1. Avoid conflicts of interest in referrals, vendors, and pricing.
2. Adhere to anti-bribery and anti-corruption standards.

(d) Compliance and Legal Integrity

1. Comply with all applicable Colorado laws and regulations.
2. Regularly monitor for changes in natural medicine regulations and update policies accordingly.
3. Consult with legal counsel to ensure compliance with the Colorado Natural Medicine Code.

V. Implementation and Review

1. Sangam Healing Center will update this ESG plan annually to reflect progress and improvements.
    1. Establish measurable performance metrics to assess impact and adjust strategies as needed.
    2. Solicit feedback from team members, contractors, and community partners to refine ESG initiatives.
    3. Hold public meetings or forums to discuss environmental and social impact progress.
    4. Provide mandatory ESG training for all team members and contractors at onboarding and annually, including training on cultural competency and diversity to support inclusive hiring, sustainable practices, ethical governance, and community engagement.

VI. 2026 Status Update

1. This section reports Sangam Healing Center's ESG accomplishments, initiatives, and metrics for the license year ending December 16, 2026, and its goals for the next renewal period, as 1 CCR 213-1, Rule 2130(H)(8) requires.

(a) Accomplishments

1. Environmental

- Installed dimmable LED lighting and lighting (troffer) covers that provide complete environmental lighting control.

2. Social

- Added a discounted tier for Licensed Facilitators to lower the cost barrier and make Sangam accessible to new Licensed Facilitators.
- Offered quarterly reduced-cost group journeys.
- Provided fourteen reduced-cost journeys through these quarterly group programs; some participants joined more than one. A journey

is a complete facilitated natural medicine service: preparation, administration, and integration sessions.
- Held three open house events (April 12, July 16, and September 17).
- Created a partnership with the Asian psychedelic society.
- Connected with, and attended events and meetings with, the following communities: BIPOC, LGBTQ+, addiction recovery, and Novak Society.
- Presented at the Psycon Conference and participated in the Collective Counseling Solutions conference, the Conifer Wellness Fair, and the Lost Garden Facilitators meeting.

3. Safety and Security
   - Updated and tested the security system with the latest firmware and software.
   - Implemented a monthly review and inspection of the medical-area camera system and recordings.
   - Implemented secure (VPN) remote access to the camera system.
   - Had the fire extinguisher inspected and tested.
   - Updated the first aid kit.

4. Governance
   - Formed a Core Team of Licensed Facilitators to advise the owner on standard operating procedures, workflow, and Sangam's culture.
   - The ESG plan is published at sangamhealingcenter.com/esg-policy; this 2026 update was posted on October 26, 2026.

(b) Initiatives in Progress

1. Programs in development:
   - Practicum Training Program
   - Facilitators Consultation Program
   - LPC-facilitated Custom Integration Program

(c) Metrics

1. Energy use: Sangam Healing Center kept its LED lighting, energy-efficient appliances, and smart thermostat system in place. Sangam Healing Center pays the electricity for its leased space. According to its Xcel Energy bills, it used 3,065 kWh from January 1 through September 30, 2026, an average of about 11 kWh per day. Usage rose as operations ramped up, to about 17 kWh per day in September 2026. This is the baseline for the energy goal below.
2. Sustainable materials: Sangam Healing Center used compostable and recyclable materials wherever possible and recycled the shipping packaging it received (see Goals).
3. Community access: fourteen reduced-cost journeys, three open house events, and one community partnership (see Accomplishments).
4. Training: twenty-five of twenty-five team members and contractors (100 percent) completed ESG training. ESG familiarization is part of each contractor's agreement and of the onboarding every contractor must complete.

(d) Changes to This Plan

1. Corrected the regulatory citation to 1 CCR 213-1, Rule 2125(A)(4), and the governing statute to the Colorado Natural Medicine Code.
2. Removed the commitment to register as a public benefit corporation; Sangam Healing Center is a single-member limited liability company.
3. Scaled the governance commitments to a single-member LLC: removed the planned Professional Strategy and Advisory Board, added advice from a Core Team of Licensed Facilitators, and stated that Sangam Healing Center makes no political contributions and does not lobby.
4. Updated the wage, training, and feedback commitments to reflect that Sangam Healing Center works with independent contractors rather than employees.
5. Consolidated the Indigenous-specific commitments into Sangam Healing Center's reduced-cost journey program, which is open to all underserved community members, including Indigenous people. The local Indigenous population is very small, and Sangam Healing Center's reduced-cost access was available throughout the year.
6. Added this status update section.

(e) Goals for the Next Renewal Period

1. Environmental: By December 16, 2027, when ordering from online vendors, choose recyclable or reduced-packaging shipping options whenever the vendor offers them, and recycle all shipping packaging Sangam Healing Center receives. Sangam Healing Center will review this twice a year and report the results in its 2027 status update.
2. Environmental (energy): By December 16, 2027, record Sangam Healing Center's monthly electricity use from its utility bills, compare it with the baseline above, and report the results in the 2027 status update.
3. Social: By December 16, 2027, provide at least fourteen reduced-cost journeys and hold at least six community events.
4. Governance: By July 1, 2027, launch the Practicum Training Program, the Facilitators Consultation Program, and the LPC-facilitated Custom Integration Program, and hold Core Team meetings at least twice a month.

VII. Conclusion

1. This ESG plan demonstrates Sangam Healing Center, LLC's commitment to responsible and ethical operations in alignment with the Colorado Natural Medicine Code. By focusing on environmental sustainability, social responsibility, and transparent governance, Sangam Healing Center seeks to create a positive impact on the community while adhering to all applicable Colorado laws and regulations.

CEO / Owner – Sujatha Reddy, LPC, BAMS

Sujatha Reddy

Date: October 26, 2026