



DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



DISCLOSURE QUESTIONNAIRE

Company Name: Neil Kelly
Date Submitted: 03/01/2023

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		✓
Biodiversity Impacts		✓
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining		✓
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries	✓	
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations		✓
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries	✓	
Tax Advisory Services		✓

Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration	✓	
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other		✓



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Neil Kelly** UPDATED AS OF: **03/01/2023**

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a construction company focusing on small scale residential remodeling projects and residential/home solar installations, Neil Kelly operates in an industry in which energy and carbon emissions are material environmental issues. Aspects of the industry that make it energy and emissions-intensive include the use of machinery and building materials. The company operates out of four commercial offices in Oregon and Washington and relies on transportation of people and goods for their daily operations.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company derived 95% of its revenue from home renovations and 5% from home solar installation work in 2021.
IMPACT ON STAKEHOLDERS	<p>As an energy-intensive industry, construction poses risks such as energy waste or overuse if this resource is not appropriately managed.</p> <p>Neil Kelly uses electricity and natural gas.</p> <ul style="list-style-type: none"> In the office, there are no industry or operations specific contributors to their carbon footprint. On site, contributors include equipment and power tools which use electricity. The company uses job-site energy for electric power, both corded and rechargeable. This electricity is sourced from the step-down residential electricity at project sites. <p>With home renovations as their main business, the company's energy usage is considered far smaller in scale than ground-up construction operations, or large scale commercial work.</p> <ul style="list-style-type: none"> The company owns eight vehicles for small parts deliveries and local materials transport; 4 are diesel, 4 are gasoline. Transportation is the company's greatest direct contributor to the operations footprint. Industry specific impacts include crew trips between sites, and production employees commuting to both offices and jobsites at times. Large volume and size products and materials are delivered to job sites by trade partners and suppliers, and their delivery networks.
IMPLEMENTED MGT PRACTICES	<ul style="list-style-type: none"> NK buys sustainable energy credits from their local electric utilities for each office. The Portland office offsets approximately 20% of energy usage with a solar electricity system. The company has implemented several measures to reduce miles driven by production crews, including improved jobsite product/material staging and just-in-time delivery, more efficient scheduling to reduce crew trips between job sites, and the implementation of digital timekeeping and video meeting tools to minimize production staff trips to our offices. There are incentive programs in place to encourage staff to drive electric, hybrid or more fuel-efficient conventional vehicles as well as to use alternative transportation, such as walking, biking and public transit Energy per product and industry comparisons are not available because they are not tracked; and every project is of a unique scope with unique energy requirements



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Neil Kelly

UPDATED AS OF:

03/01/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a home renovation company Neil Kelly operates in an industry that is water intensive. Aspects of the broader industry that make it water intensive include cleaning, cement work, wood sourcing, tiling, etc.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company derived 95% of its revenue from home renovations and 5% from home solar installation work in 2021.
IMPACT ON STAKEHOLDERS	As a water intensive industry, construction poses risks such as water pollution if water use is not appropriately managed. Long-term water stress is only a concern in one market area, Bend/Deschutes County in Central Oregon, which has experienced several years of below-average precipitation and is considered in drought status. Water, when necessary, is sourced from homeowner's faucets and sinks, which is not intensive by construction standards.
IMPLEMENTED MGT PRACTICES	<ul style="list-style-type: none">• Given that your industry is water intensive, what steps have you taken to manage the water resources your company uses? Does the company have any specific water reduction targets, and what are they? No; while the industry is intensive, the operations of Neil Kelly are not and reduction targets have not been necessary.• Does your company conduct an assessment of how it compares with others in their industry in terms of water usage and/or management? No• Does your company utilize any best practices related to water intensive industries? If so, how do you manage these best practices? No



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Neil Kelly

UPDATED AS OF: 03/01/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation
ISSUE DATE	2019
TOPIC	Litigation related to a house fire that destroyed a clients home during a renovation project
SUMMARY OF ISSUE	In 2017, the client filed a lawsuit for a fire that fully destroyed their home which was under remodel. A flooring subcontractor had incorrectly handled used rags which combusted and caused the fire. At the end of 2019, the matter was settled where the subcontractor's insurance financially covered most of the losses. Neil Kelly's insurance covered the difference and wrote it off in client receivables.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The client's house was destroyed; total value unknown. The subcontractor paid majority of costs; Neil Kelly paid remaining costs in an amount summing less than 1% (0.098%) of the 2019 revenue.
IMPACT ON STAKEHOLDERS	Homeowners were impacted
RESOLUTION	Case settled.
MANAGEMENT PRACTICES	No new actions, plans, or policies were implemented as a direct result of this incident. This is because federal and local safety procedures were in place at the time, and were not followed. According to the company, had all safety protocols been followed, the fire could have been avoided. Neil Kelly follows and requires all sub contractors and affiliated parties to follow all federal and local codes and safety laws. The company has always and will continue to follow safety protocols that are in place to prevent such incidents.
RELATED INCIDENTS (YES/NO)	No - isolated incident