



Killian Pacific Holdings

Disclosure Report

Date Submitted: August 14th, 2023



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 that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of 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 practices are in place to avoid similar issues from arising in the future, when necessary.

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

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check 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

Industries and Products

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

Outcomes & Penalties

	Yes	No
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Practices

	Yes	No
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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally-Intensive Industry - Energy Intensive industry

Issue Date	Ongoing
Topic	Energy Intensive industry
Summary of Issue	Killian Pacific Holdings is a real estate developer that operates in the design, building management and construction industry, which is considered an energy and emissions intensive industry.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	100% of the company's revenue is earned from the design, building and management of buildings.
Impact on Stakeholders	Design, building management and construction industry is a major contributor to global carbon emissions.
Implemented Management Practices	<ul style="list-style-type: none">• The company is currently implementing sustainability software that will allow the tracking and measurement of energy usage at individual buildings and across their entire portfolio. The implementation is estimated to be completed in the 4th quarter of 2023;• With that tracking in place and baseline established, the company aims to identify opportunities for reduction efforts at a building level and at an aggregated portfolio level and establish a Sustainability plan.• Benchmarking data will become available through the new sustainability software;• The enrollment of their full portfolio in Energy Star Portfolio Manager was initiated (April 2023) in order to share utility data with various municipalities and for the company's own benchmarking purposes.• New development projects are being designed and built as net zero ready, with high standards of energy efficiency and with the intention of meeting third-party sustainability certification requirements.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally-Intensive Industry - Water Intensive industry

Issue Date	Ongoing
Topic	Water Intensive industry
Summary of Issue	Killian Pacific Holdings is a real estate developer that operates in the design, building management and construction industry, which is considered a water intensive industry.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	100% of the company's revenue is earned from the design, building and management of buildings.
Impact on Stakeholders	<p>As a water intensive industry, the design, building management and construction industry poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>The company's assets use water sources in the Pacific Northwest, including snowpack, precipitation, groundwater and highly managed rivers. This region is not typically considered highly water-stressed, although it can experience seasons or cycles of drought.</p>
Implemented Management Practices	<ul style="list-style-type: none">• The company is currently implementing a sustainability software that will allow them to track and measure water usage at individual buildings and across their entire portfolio. It's expected to be completed in the 4th quarter of 2023.• The sustainability software will increase their ability to monitor usage, establish reduction targets, and implement solutions that will help them achieve those goals;• In addition, the company has implemented water efficiency measures, such as low-flow faucets and toilets, at new development projects.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Significant layoffs of >20% of workforce

Issue Date	March 1, 2018
Topic	The company experienced one round of significant layoffs over the last 5 years.
Summary of Issue	Significant layoffs due to an intentional shift in their business model to stop direct provision of property management services to most of their assets.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Of a total of 35 employees, 8 were dismissed, equivalent to 25.7% of their staff at the time.
Impact on Stakeholders	Primary impact was loss of employment for affected employees.
Implemented Management Practices	<ul style="list-style-type: none">• Killian Pacific mapped existing employees with a match on skills and experience into newly defined roles at the company. Those employees retained employment in roles that fit into the redefined business model and prevented additional layoffs. Ultimately the business model change resulted in the layoff of 8 employees.• Severance was provided to all employees that were laid off, as well as advance communication and a transition period of at least 1 month. A third-party consultant resource was hired and provided consultation on professional skills such as resume development and interviewing. All affected employees were put in contact with newly contracted third-party property managers as candidates for hire. All employees interested in those positions received a job offer and four of them accepted. The company provided employment recommendations for those impacted for future jobs.
Related Incidents (Yes/No)	No



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: On-Site Fatality

Issue Date	February 1, 2018
Topic	Incident involving a worker on-duty
Summary of Issue	In February 2018, an on-duty employee of a third-party security company was killed while patrolling one of Killian Pacific's properties. The event was not related to Killian Pacific property.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The company has had a total of one fatality on its premises over the past 5 years.
Impact on Stakeholders	One security officer from a third party security company was affected. In addition, fatalities and accidents have emotional, mental and financial implications for family members, friends and colleagues of the people involved in the incident.
Resolution	Killian Pacific participated in one meeting with OSHA and the security company, after which time the OSHA investigation dismissed Killian Pacific. No fines or continuing investigation of Killian Pacific or its entities occurred beyond the initial meeting. The final outcome of the OSHA investigation was not shared with Killian Pacific. The company has since discontinued their contract with this security company for unrelated reasons.
Implemented Management Practices	A Killian Pacific workplace emergency action and response plan continues to be in place for the company's employees. Their general operation and safety practices, including those of third parties who are operating in Killian Pacific's buildings, are meant to create a safe environment for tenants. Onsite security is an important component and the company adjusts its scope of work with those providers in response to changing environments or perceived risk. At some properties, the company has invested in technology to allow for monitoring via cameras, or allowed for armed security when properly certified/trained.
Related Incidents (Yes/No)	No