



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

PROVIDED BY:

Prometheus Real Estate Group

UPDATED AS OF:

07/08/2020

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	√	
Other		√

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		√
Other Disclosures		
		√

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: Prometheus Real Estate Group UPDATED AS OF: 07/08/2020

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation or Arbitration
ISSUE DATE	November 2014 & November 2015
TOPIC	Class action employment lawsuit
SUMMARY OF ISSUE	A class action lawsuit was brought against the company related to alleged violations of California wage and hour law, on behalf of all hourly, non-exempt employees of the company in California.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Three former employees were class representatives and class members were all persons employed as a non-exempt employee in California by Prometheus between November 10, 2010 and July 6, 2018, and includes approximately 1069 persons of which approximately two-thirds are former employees who left Prometheus employment approximately between November 2010 and January 2016. The gross settlement amount was \$1,223,000.
RESOLUTION	Class action settlement was approved on December 11, 2018
IMPLEMENTED MGT PRACTICES	The company continues to update employment-related practices, as necessary. Further, the company continues to review all employment-related laws in California and working with outside counsel on such issues.

DISCLOSURE QUESTIONNAIRE CATEGORY	On-Site Fatality
ISSUE DATE	December 19, 2017
TOPIC	On-site fatality due to an altercation
SUMMARY OF ISSUE	An on-site fatality occurred at the company's former property, Emerson Apartments, in Kirkland, Washington, which involved an employee in an off-hours altercation with a resident and their guest. Police were called onsite (owing to a call believed to be placed by a resident due to the altercation) and the employee was fatally shot by the police.
RESOLUTION	The incident was not investigated by OSHA. There were no resulting damages paid by the company and there was no related litigation.
IMPLEMENTED MGT PRACTICES	The company has policies related to employee conduct, that prohibit unauthorized weapons onsite (which existed prior to the incident). The company offers an Employee Assistance Program with access to Licensed Professional Counselors to help employees and their families deal with challenges.

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries



SUMMARY OF ISSUE	As a real estate developer, Prometheus Real Estate Group operates in an industry that is energy and emissions intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>Approximately 54% of the properties that the company owns were developed by themselves.</p> <p>Approximately 56% of Prometheus Real Estate Group's revenue comes from development of its own properties.</p>
IMPACT ON STAKEHOLDER(S)	<p>Decisions made in the real estate development and design process—such as appliance selection, building energy efficiency, construction materials, and energy source availability—impact the long-term energy and emissions performance of the structure.</p> <p>Prometheus sources municipal energy from the California grid which is primarily non-renewables.</p>
IMPLEMENTED MGT PRACTICES	<p>Prometheus Real Estate Group has the following practices in place to minimize the energy and emissions associated with its real estate projects:</p> <p>For new developments, the company has certifications from the GreenPoint Rated program (through Build It Green). GreenPoint Rated homes are assessed across five simple categories of energy efficiency, indoor air quality / health, water conservation, resource conservation and community impacts.</p> <p>Over the past 3 years, Prometheus has partnered with Wegowise to better manage both operating and capital expenditures related to utilities, specifically energy and water. Wegowise provides near real time benchmarking data with peers across the industry by region. Prometheus has made an effort to use 5% energy/sq. foot less than the benchmark that Wegowise has set as a goal. In addition to trending lower than peers, the company targets to reduce their energy use year over year.</p> <p>The company also monitors usage spikes on a consistent basis and has alerts set up that go to the Ancillary Services team and to their on site Operations Teams.</p> <p>When new programs are rolled out across the portfolio (LED retrofitting, solar) the company uses the Wegowise platform to track energy reductions by building.</p>

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a real estate developer, Prometheus Real Estate Group operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>Approximately 54% of the properties that the company owns were developed by themselves.</p> <p>Approximately 56% of Prometheus Real Estate Group's revenue comes from development of its own properties.</p>
IMPACT ON STAKEHOLDER(S)	<p>Decisions made in the real estate development and design process—such as appliance selection, water fixtures, outdoor spaces, pools and landscaping —impact the long-term water performance of the facility.</p> <p>The company's main water supply is through local municipalities (which rely on local water sources like streams and reservoirs) and CalWater Service.</p>

Certified



Corporation

**IMPLEMENTED MGT
PRACTICES**

Prometheus Real Estate Group has the following practices in place to minimize the water intensity associated with its real estate projects:

For new developments, the company has certifications from the GreenPoint Rated program (through Build It Green). GreenPoint Rated homes are assessed across five simple categories of energy efficiency, indoor air quality / health, water conservation, resource conservation and community impacts. The company also ensure that the landscaping for all new sites is designed in a more sustainable way that requires less watering than traditional green spaces. Whenever possible, the company implementS recycled water programs for irrigation.

Over the past 3 years, Prometheus has partnered with Wegowise to better manage both operating and capital expenditures related to utilities, specifically energy and water. Wegowise provides near real time benchmarking data with peers across the industry by region. Prometheus has made an effort to use 7% gallons/bedroom less than the benchmark which Wegowise has set as a goal. In addition to trending lower than their peers, the company targets to reduce their water usage year over year.

The company monitors usage spikes on a consistent basis and have alerts set up that go to the Ancillary Services team and to their on site Operations Teams, thereby allowing the company to be proactive in the event of a possible leak to eliminate.

When new programs are rolled out across the portfolio, (low flow faucets, aerators, toilet retrofits, leak detection) the company uses the Wegowsie platform to track water reductions by building.