

# Environmental, Social and Governance (ESG) Report 2023



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# About Gordon Prill

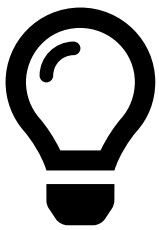
Gordon Prill's uniqueness lies in our ability to offer design and construction under one roof. We have a long history of traditional design-bid-build and design-build projects. Our experience includes ground-up and tenant improvement projects including major infrastructure and HVAC upgrades. Being headquartered in Silicon Valley has allowed us to meet the demands of an array of clients types including aerospace, corporate, semiconductor, biotech and university with projects such as research labs, clean rooms, vacuum test chambers, data centers and campus relocations, to name a few.

## Mission Statement

"Our mission is to deliver safe, sustainable, high-quality and great service to projects by bringing together the most talented architects, engineers and construction personnel in the industry."

## Core Values

### Creativity



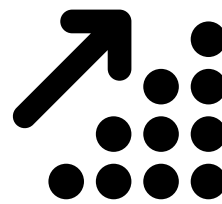
Our in-house design and engineering teams utilize cutting edge technology to provide solutions to problems faced in the commercial construction industry with the goals of limited wasted time and materials.

### Challenges



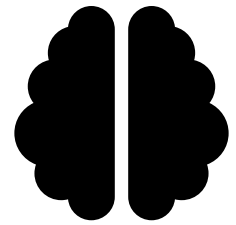
Our industry inherently faces challenges related to GHG's (Green House Gasses) and waste. Our Design-Build approach helps us eliminate unnecessary waste and man hours.

### Growth



Gordon Prill is committed to the development and growth of our industry, team and community through our diverse hiring program.

### Expertise



We've built a team of experienced professionals skilled with the latest technologies and industry knowledge.



# Intro to ESG

Gordon Prill has always been committed to its people, Environment, Business standards and ethics, but more recently the emphasis on ESG (Environment, Social, Governance) has become an industry standard. Gordon Prill takes great pride in being an MBE (Minority Business Enterprise) and strives to give those who are at a disadvantage an opportunity to grow with our organization. We were an early adopter of electric vehicles and charging stations. Gordon Prill has provided free charging stations for its employees since 2013 to help encourage staff to move forward within the electric vehicle market and help reduce GHG's and individuals' expenses. Gordon Prill also provides gas/hybrid vehicles for staff to use when attending off-site business meetings. Gordon Prill looks to partner on all projects with the right team and right client. We have never been involved in a lawsuit with any of our partners. We implement a number of ethical business practices to keep all parties to the project safe and in good standing.

## Letter from our CEO

While it's a relatively modern term, sustainability has always been a leading topic of discussion in California's commercial development world. Gordon Prill has a staff of LEED Certified professionals in all departments who are continually pushing new initiatives in the way buildings are designed and built. We take pride in hosting our suppliers in-house to stay up to date on the most cutting-edge technologies and ways to reduce waste. As a minority and sole owner of Gordon Prill, Inc. I have taken great steps in creating a work environment that caters to all ethnicities and personalities. We are a melting pot of unique individuals with a common goal of success.



As our company grows, we take a step back and ask ourselves, does our growth contribute or GP's mission statement? How does our growth affect our teams' personal lives for the better? With conscious growth, we can reduce burnout and waste.

A handwritten signature in blue ink, appearing to read "Gordon Prill". The signature is fluid and cursive.

*My signature above is my pledge to Gordon Prill, Inc. and our industry to continue to succeed in sustainable construction practices by fostering teamwork and leveraging the strong relationships we have built with our industry partners.*

# 2022 Highlights

## Environment



- GP Continues to reduce greenhouse gases (GHG) by opting for hybrid, electric and more fuel efficient vehicles in its fleet
- GP offers employees the option of vehicle charging stations at no cost to promote purchasing electric vehicles.
- GP offers a hybrid work schedule to reduce traffic and greenhouse gases two days a week.
- GP offers the use of an electric hybrid vehicle to staff for off-site business meetings to reduce GHGs and wear and tear on personal vehicles.

## People



- Action Pledge for Diversity among staff and partners in the industry
- Nominated a corporate ESG committee
- Offers a hybrid work schedule
- ESG Team meets quarterly to discuss upcoming initiatives and hold ourselves accountable to metrics and goals
- GP offers a number of paid holidays as well as the week off between Christmas and New Years. Recently GP has enacted an unlimited PTO (paid time off) policy.

## Community



- Provided a number on non-profits with both man-power and financial support through our volunteer program.
- As an MBE owned business, we support the Minority and disadvantage people and businesses around us by hiring those qualified to execute with our high level of quality.
- We take pride in knowing our project will positively impact our community, their surroundings and sense of gratification.

## Governance



- HR training and formalized ESG policy company wide
- Corporate attorneys to assist the hiring of Visa applicants and serve as a resource for our HR department.
- Our project teams work in a number of different cities with their own policies. Each team works with those cities to understand water usage, recycling and disposal of waste policies.
- We have a safety manager and team in place to make sure that all projects and project sites meet all the necessary standards of safety.

# Our Team

## Architecture



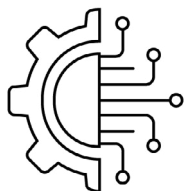
**Our dynamic team of licensed architects use the latest trends, technologies and tools to design some of the most intricate architectural plans and facilities with an emphasis on technology and efficiency.**

## Mechanical Engineering



**Our professional mechanical engineers specialize in industrial, high tech, data center and research facilities including wet and dry labs, clean rooms, cold rooms, test vacuum facilities, central plants, cryogenic and other highly complex research environments.**

## Electrical Engineering



**Our methodical electrical engineering team designs electrical systems for office, semiconductor, clean room and lab space throughout the Bay Area and have decades of experience on various projects.**

## Construction



**Our well-rounded team of construction specialists are at your service. We are fully integrated under one roof and work closely with designers, engineers, stakeholders and subcontractors to deliver your project on time and on budget.**

# Environment

## Sustainability

### Let's LEED the Way Together

Our team has experienced LEED accredited professionals who will be able to assist you in navigating paperwork and compliance to obtain the maximum number of LEED credits in order to certify your building.

### Partners in Sustainability

We strive to be your trusted advisor in making any project of yours energy efficient. Your needs come first. We will help you in choosing green materials and products, along with employing green construction practices.

### Regulatory Compliance

Our clients depend on our knowledge of current federal, state and local codes. Not only will your building be green, but you will be in complete compliance with all levels of building, health and fire requirements.





# Social

## People

### People Always Come First

Our clients, subcontractors and teams are what makes our projects special. Working together, taking on tough challenges, creating relationships and putting people first is how we work.

### Diversity

Gordon Prill, Inc. is minority-owned and certified by the Supplier Clearinghouse and Western Regional Minority Supplier Development Council. Gordon Prill also supports supplier diversity through the SMWBDVE Sub-Contractors Outreach Program. We actively use qualified MBE/WBE firms to bid our projects as long as they meet our financial, insurance and safety criteria which are outlined on our prequalification form posted on our website. Making sure that all qualified firms have an equal opportunity to bid is a top priority company wide.

Gordon Prill, Inc. is also an Equal Opportunity and Affirmative action employer. As a company, we track our hires and submit reports to the state.

## Community

### Involvement and Resources

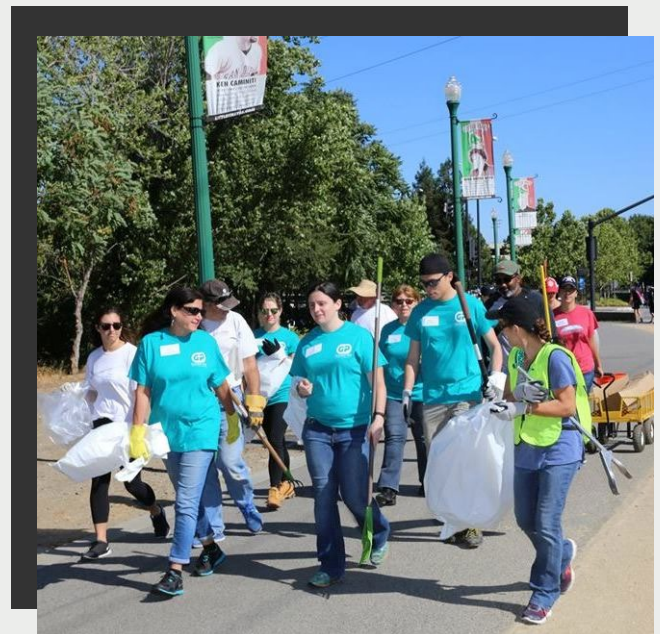
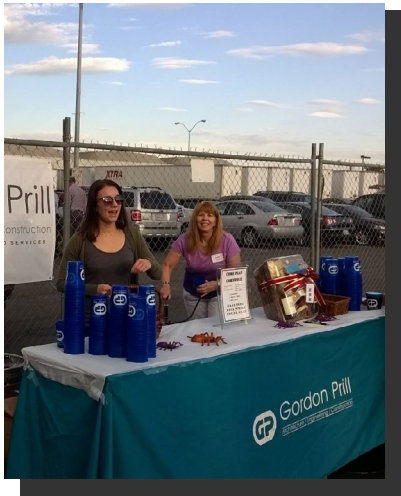
When you are building and creating all the time, it helps to understand and work with the communities you serve. Our team regularly works with local non-profits and charities. We build team relations and contribute our resources to the community through volunteering.

### Dedication to Research

We have had the good fortune to work on some of the most sophisticated projects in the Bay Area. We feel that paying it forward by donating to valuable research is part of our core beliefs.

### Values

Community, teamwork, and rolling up our sleeves are central to our values. Being involved with our community gives us a chance to put our values in action.





# Community Organizations



Second Harvest of Silicon Valley

Susan G. Komen

Relay for Life

BCRF

JDRF

Gladiator Rock N' Run

United Brotherhood of Carpenters and Joiners of America

Northern California Carpenters Regional Council

# Governance



## HR Training

Gordon Prill offers a wide array of Human Resource training. Our programs consist of: Harassment, Compliance and legal, Environment & climate, Workplace safety, Computer & IT, Customer Service, Professional Development and Pandemic Response. As a contractor, Gordon Prill also works with Click Safety to ensure that we meet the requirements and changing atmosphere of our projects. Safety is always our number one priority.



## Corporate Security Measures

At Gordon Prill, we strive to stay current with the cyber security standards. As they proliferate, we incorporate them into our own standards. We understand that cyber threats are increasing, and implementing security measures allows us and our partners to protect our valuable data. Utilization of virtual private networks, multi-factor authentication and encryption are just some of the ways Gordon Prill is actively fighting against cyber-attacks. New and existing technologies are being evaluated all the time to help us stay current. Audits happen often to help us adjust to newer threats as we move forward.



## ESG Policy

In summary, Gordon Prill's ESG plan is to be transparent with our clients, employees and partners in the field. To be fluid in our approach to changing market conditions and to plan for the future of our projects and future generations. Teamwork and training are the foundation of GP's plan, and our team takes great pride in being on the front lines of Economic, Social and Environmental progress. As we look to the future of 2023 and beyond, we hope to be a reliable partner for the Bay Area's people and companies that choose to live and work here.



# Gordon Prill

Architecture | Engineering | Construction