

Higher Environmental Performance begins here!

Celebrate Earth Day — April 22, 2003

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EARTH 1st Training a Success!

After a whirlwind tour of EARTH 1st training we have finally come to the end with great success. Almost all employees at Walker Industries have received their training and are well on their way to helping to achieve Higher Environmental Performance.

The environmental Performance Department would like to thank all employees who attended EARTH 1st training. Your time, enthusiasm and interest in the EARTH 1st program and the environment has inspired all of us!

We also thank you for your great ideas for achieving Higher Environmental Performance (see "Environmental Messenger Ideas on pg 2) But don't stop now! Keep those ideas coming .

In the coming months we will be coming out to your site to talk about EARTH 1st and how the program is working for you. At the same time we will be conducting environmental inventories of our sites. These inventories will help us better understand the equipment, process and

features that interact with the environment and it cycles. The information gathered during this inventory will be inputted into the companies newly acquired electronic environmental management information system (EMIS). This system is a combination of GIS (geographic information system) and an Access data base. Together these two computer systems will allow us to have unprecedented access to environmental information and the ability to better understand our interactions with the surrounding environment .

Thanks to you the EARTH 1st program has come out of the gates to a amazing start and we are looking forward to the future of EARTH 1st and the improvement we can all make in our communities and our environment



Going H.O.M.E.—You answers from the EARTH 1st Training

During the EARTH 1st Training we asked you to build your dream home then describe how the home made you feel, how it interacted with the environment, and surrounding industries and what industry should do for the surrounding community.

We received a lot of great feedback from this exercise with lots of mixed emotions. Here are some of the more popular answers!

What made you chose your home and surrounding environment?

clean water, fishing, weather, gardening, space, fresh air, clean, animals, trees, green, outdoor activities

How does your home make you feel?

Happy, safe, peaceful, cozy, relaxed

What do you think of your home when industry moves in next store?

angry, upset, deceived, want to move, mad, concerned about value of my home, my drink water, my fish, and my garden, concerned about pollution.

What can industry do to make you feel safe?

Reduce noise, use air filters, show community you care, control emissions, test water, set goals, have procedures, give back to community, 3rd party audits, buffers, reduce noise, use air filters, show community you care, start environmental programs, give site tours credibility, educate staff and community, employ within your community.

The last question asked was what make Walker Industries different that other industries and your answers were clear—Walkers does all of the things that we want industry to do. We have policies and procedures in place, we set goals, we monitor our environment and most importantly we make the effort to build trust within our community.

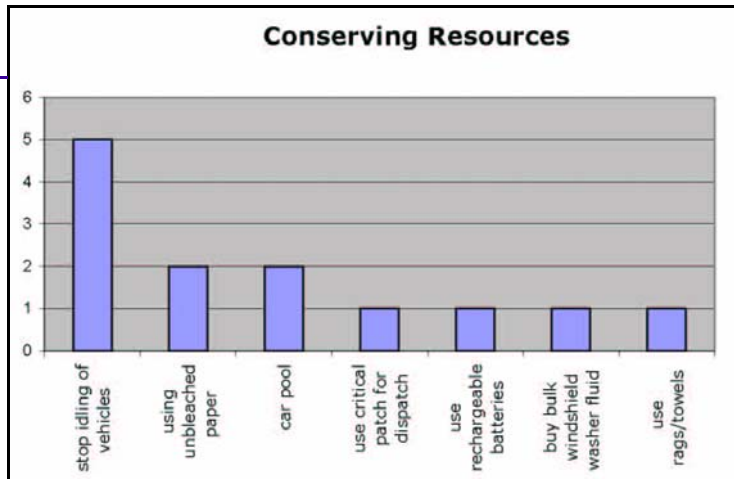
So remember next time you come across an environmental issue think of how you feel about the environment and react with those feelings in mind! Acknowledge your Part!

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EARTH 1st Messenger Ideas!

At the end of each of the EARTH 1st training sessions we asked you to use the EARTH 1st Environmental Messenger to pick two ideas/ways that we could help reduce waste, save energy, conserve resources and save water.

We took these ideas, ranked then in terms of most popular to least popular and have shown them here. From this ranking we hope to evaluate, create and implement work plans for these ideas to help Reduce Our Impacts!



Produce Less Waste

As you may remember from your EARTH 1st training waste can be defined as any human activity that absorbs resources but creates no value (Taiichi Ohno, Toyota). Thinking of this definition, and how waste is more than just garbage we asked how Walker Industries could reduce Wastes at our sites. Many great ideas were received. At almost every session recycling emerged as the number one way we can help reduce waste. Many of our companies already recycle. Walker Industries recycles office and lunchroom waste; Georgian Aggregates and Vineland Quarries have recently stepped up their recycling programs to capture more paper, plastic and glass items. In addition most of our sites are actively involved in stewardship program with fuel suppliers, where empty 45 gal drum are sent back to the supplier for refurbishing.

Controlled printing was also identified as a great way to reduce waste. Buy using e-mails instead of faxes or reading a report on screen instead of printing it we can all help to reduce paper consumption and reduce the amount of waste we produce. Double sided printing and printing on the back of scrap paper are also great ways to reduce paper use.

Using Less Resources

Natural resources are made available to us in limited quantities, and must be managed responsibly to ensure that tomorrow's generations can enjoy them as we do today. Many great ideas were given for helping Walker Industries conserve the resources that we use. The three most popular ideas were to stop idling vehicles,

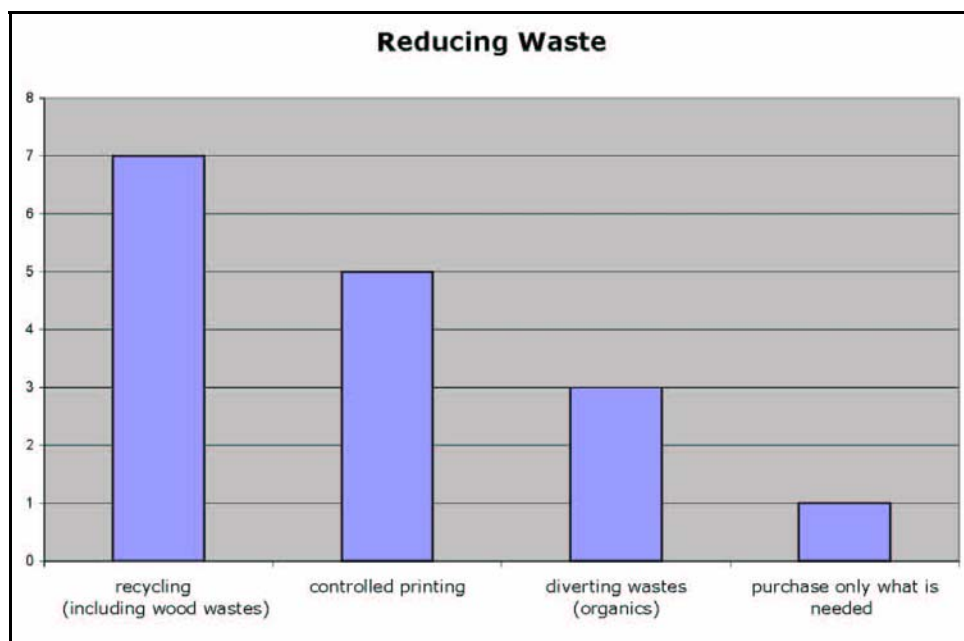
to use unbleached paper and to carpool whenever possible.

To date two of these ideas have already started to be implemented. All Walker locations will be receiving Process Chlorine Free paper to use.

Norjohn Contracting has put into place a "No Vehicle Idling" policy that requires employees

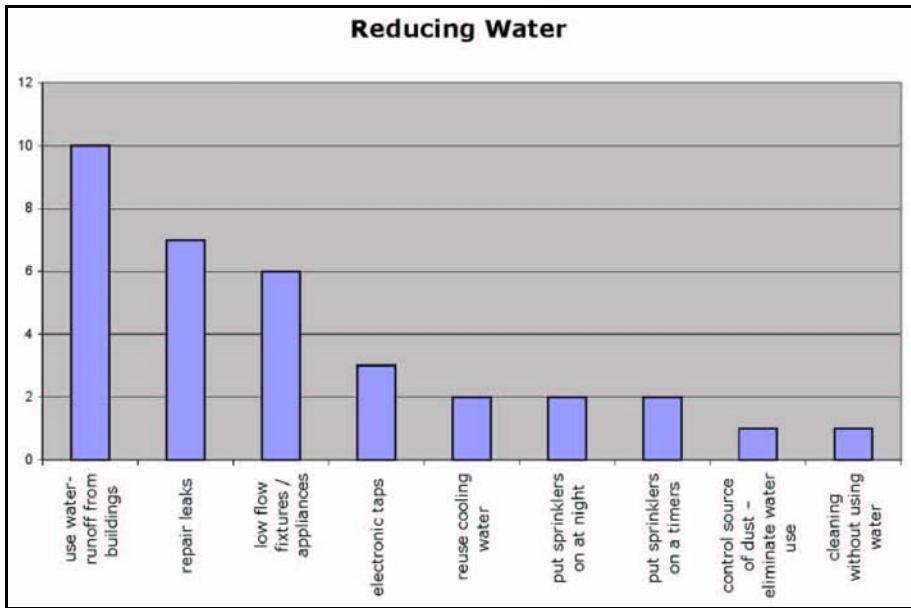
to turn off vehicle that are idling for more than one minute. In addition many staff members that travel between Georgian Aggregates and Walker Industries have been carpooling whenever possible.

These are just some of the great ways to conserve resources



The Finance Department at Walkers has already implemented many of these ideas and have started noticing a reduction in paper use! The cafeteria at Walkers has also started to divert their kitchen food scraps over to the IMS compost facility. Another great idea!

Use Less Water



Water is one of the most precious resource available on earth. Although over 80% of the World is covered by water only a small percentage is available to use for regular consumption. Knowing this, it is important that we use the water available to us wisely and safeguard it from becoming polluted.

Many great ideas to help protect and conserve water came out of the environmental messenger exercise. Using building runoff to water grass and plants was the number one idea. The next set of ideas all had one common link using less water. This includes using low flow fixtures and electronic taps and making sure that all pipe joints and fixtures are leak free.

Also, placing sprinkler systems on timers and ensuring that we water in the early morning to save water were great ideas. These ideas may only provide small initial water savings but over time they all have the potential to save hundreds of liters of water and some dollars too! How about this— try scraping out a bucket instead of using water to rinse it out.

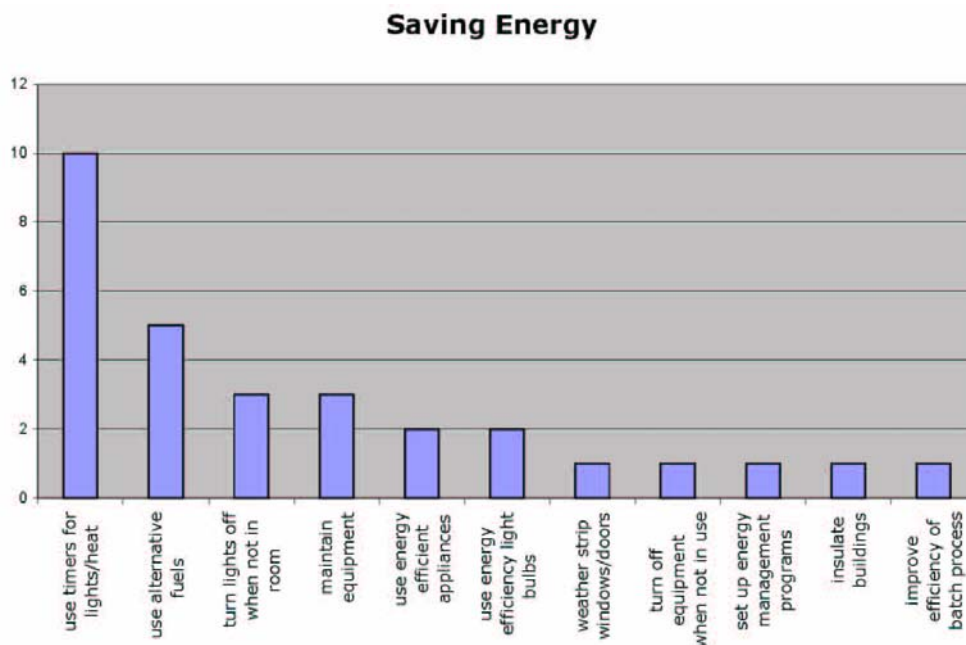
Use Less Energy

We have all heard about the soaring cost of electricity, gasoline, diesel and natural gas over the last few years. One of the reasons for this increase

in price is due to decreases in the amount of fuels left on earth as well as the increasing demands for those supplies. We all need to help conserve en-

ergy to reduce our impacts, extend supplies and help save money. Many employees had many ideas on how Walker Industries could do this. Things like putting lights on timers, turning lights off when you leave a room, use energy efficient light bulbs, putting weather stripping on doors and insulating are all great ways we can use less energy and help save money!

The best part is most of these ideas can be implemented quickly, cheaply with instantaneous results. It is as simple as the flick of a switch or the turn of a dial! How about this—try turning of the lights when you leave your office or try to use natural light in your office.



The Next Step!

So with all of these great ideas generated from the “Environmental Messenger” during EARTH 1st training where do we go next? As you may remember from the training Walkers has a great procedure in our Environmental Health and Safety Procedure to help us. EHS Policy 2.1 Project planning ask us to take time to plan our changes, to evaluate those changes, to acknowledge our part in those changes and reduce our impacts all in an effort to improve efficiencies and achieve Higher Environmental Performance. Using the EARTH 1st principles we can follow the steps below to evaluate our environmental messenger ideas.

1. Define the project completely
 - Take a step back
 - Consider all the stakeholders and their interests
 - Understand all the interdependencies (natural cycles, business cycles and community needs)
2. Brainstorm many possible solutions
3. Evaluate the possible solutions considering interdependencies and stakeholders
4. Choose a solution
5. Verify that it solves the problem long term
6. Communicate the solution
7. Implement the solution



8. Acknowledge success
9. Check and correct
10. make improvements if necessary.

Many of the ideas from the environmental messenger have started to go through this process with a few already being implemented at Walkers. The use of Process Chlorine Free paper, reducing paper use by less printing and using email, recycling programs at Vineland Quarries and Georgian Aggregates and Norjohns no idling policy have all been put into place quickly, efficiently and in the proper project planning and EARTH 1st ways.

What about the other ideas? What about an idea not listed? The same steps apply. If you have a great idea evaluate it and see if it will work at your site, if you think that one of the listed ideas would suit your site, talk about it with your co-workers, see if it will achieve Higher Environmental Performance and effectively solve the problem. Remember the only bad idea is the one not explored. No matter how big or small the idea, they all have the potential to reduce our impacts and help us achieve Higher Environmental Performance!

Making a Difference

Every day we hear about environmental problems in the world. Threats like acid rain, global warming, soil erosion, energy alternatives, fertilizers & pesticides, endangered marine animals, hazardous waste and more. Combine this with all of the other problems and challenges that we are faced with and you soon become bogged down by the sheer magnitude of it all. How can I make a difference and even if I do something who will ever notice?

Nevertheless, we need to be optimistic. If we take constructive actions now, it is not to late to prevent and repair these environmental problems and this is where we come in. As an employee of Walker Industries you work for a company that is committed to making the changes necessary to help protect our environment and communities for us and future generations. By the small actions that we take

together our collective actions will make a big change in the way we interact with our environment. It is the power of numbers! Take a typical pop can for example. Recycling one kilogram of aluminum can save about 8 kilograms of bauxite, four kilograms of chemical products and 14 kilowatt hours of electricity. So lets say that each of us at Walkers recycled one pop can a day, at the end of one year we will have recycled over 5 tonnes of aluminium! That is equal to a savings of 40,000 kg of bauxite, 20,000 kg of chemical products and 70,000 kilowatt hours! Not to mention the landfill space saved! That’s an incredible environmental impact just from the simple act of recycling a pop can. Now imagine what we can do if we

applied this power to other areas of our work. Reducing water consumption by fixing leaks, saving energy by turning off lights, or not idling our vehicles. These small action from each of us have a major effect on our surrounding and our environment, helping to reduce air pollution, water contamination, waste generation and providing a healthier, safer place for use to work, live and play.



Imagine if this city recycled every pop can!

So yes you can ,make a difference, even if your contribution is only a small one. Achieving Higher Environmental Performance depends on all of our participation!