

Innovation

Innovation is about making radical change. It is about changing the rules of the game and leaving the competition behind. Aim high and set goals that seem impossible, goals that challenge people to think outside the box. Applying innovation to environmental performance will change our relationship with nature.



IMAGINE IF THE GOAL OF ALL SOCIETY WAS TO MAKE CHANGES THAT ONLY HAVE A POSITIVE EFFECT ON THE ENVIRONMENT.

To be innovative you need:

- Strong leadership
- Vision
- A team of people to make the vision a reality
- Support from anyone who is involved in the project
- The resources to achieve the goal

Everything you have and use was once just part of someone's imagination!

Strive FOR Wise



Innovation

Company _____ Date _____ Delivered by _____

Other topics discussed _____

Name	Signature	Date	Name	Signature	Date

QUESTIONS/DISCUSSIONS

RECORD RESPONSES SPECIFIC TO YOUR SITE

1. What examples do you know of where innovation has been applied? _____

2. What innovation has been applied in your industry? _____

3. What impossible goals could you set that would change the rules of the game for your operation? _____

2016 Sustainability Report

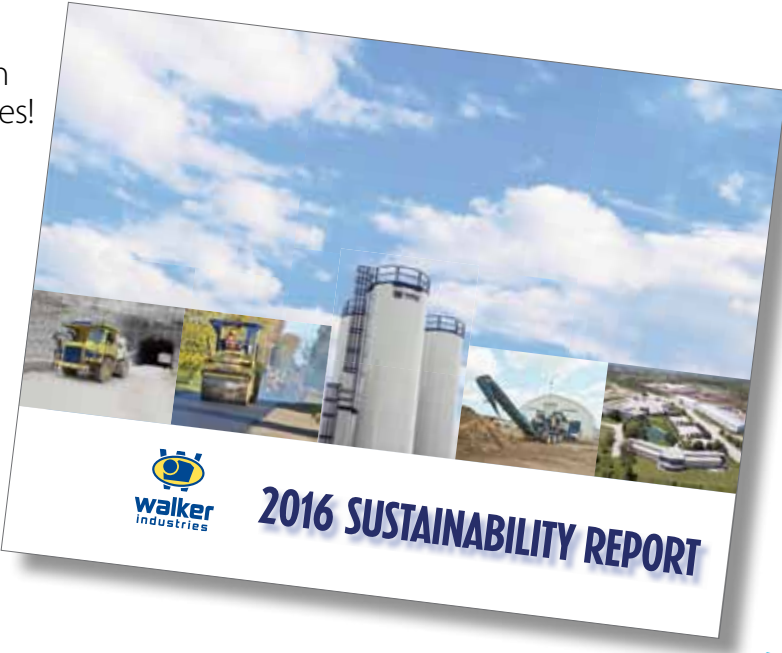
The 2016 Sustainability Report is now available on the corporate website:
<http://www.walkerind.com/corporate/sustainability/>.

There are options available to download the full PDF version of the report or you can view and share the stories in the HTML version from your computer or mobile devices!

Some fun facts from the report:

- Niagara Biosolids achieved a 55% reduction in their carbon footprint through replacing an old inefficient space heater, installing high-efficiency lighting throughout most of the plant and storage building, and continued reduction from the dryer bypass installation in 2015.
- Walker Environmental diverted 337,817 tonnes of waste
- Walker Aggregates diverted 119,743 tonnes of concrete and asphalt
- Walker Emulsions reworked 49,500 kilograms of emulsion back into various emulsion products preventing waste generation.
- Walker Industries doubled the amount of social (our people, our communities and our partners) stories in the 2016 report, resulting in the largest amount of social success stories since the report's start in 2013. Great job!

Thank you to everyone that contributed to the 2016 Sustainability Report!
Please contact Jamie Mereweather if you would like Sustainability Report business cards for events, meetings, etc. Hard copies are available at each site for employees and visitors to enjoy.



We are the environment!
commit ■ create ■ participate

YOU ARE WONDERFUL!! CONGRATULATIONS!
Clearly no group can, as an entity, create ideas. Only individuals can do this. A group of individuals may, however, stimulate one another in the creation of ideas. Estill I. Green