

## Continuous Improvement

Continuous improvement is an incremental change, in contrast to innovation (highlighted in the August 2017 Messenger), which is a radical change. The incremental change of continuous improvement to an operation or system is a way of achieving Higher Environmental Performance



walker ENVIRONMENTAL PERFORMANCE REVIEW PROGRAM				
Corrective Action Plan				
Facility Name:		EPR Inspection Date:		
Site Representative:		EPR Report Date:		
Date CAP Submitted:		NOTES: Submit Corrective Action Plan (CAP) to your environmental performance representative within 30 calendar days from EPR report date.		
#	Item	Proposed Corrective Action (if an immediate repair)	Person(s) Responsible	Proposed Quarter to be Completed
	Compliance			
	Compliance			
	Best Practice			



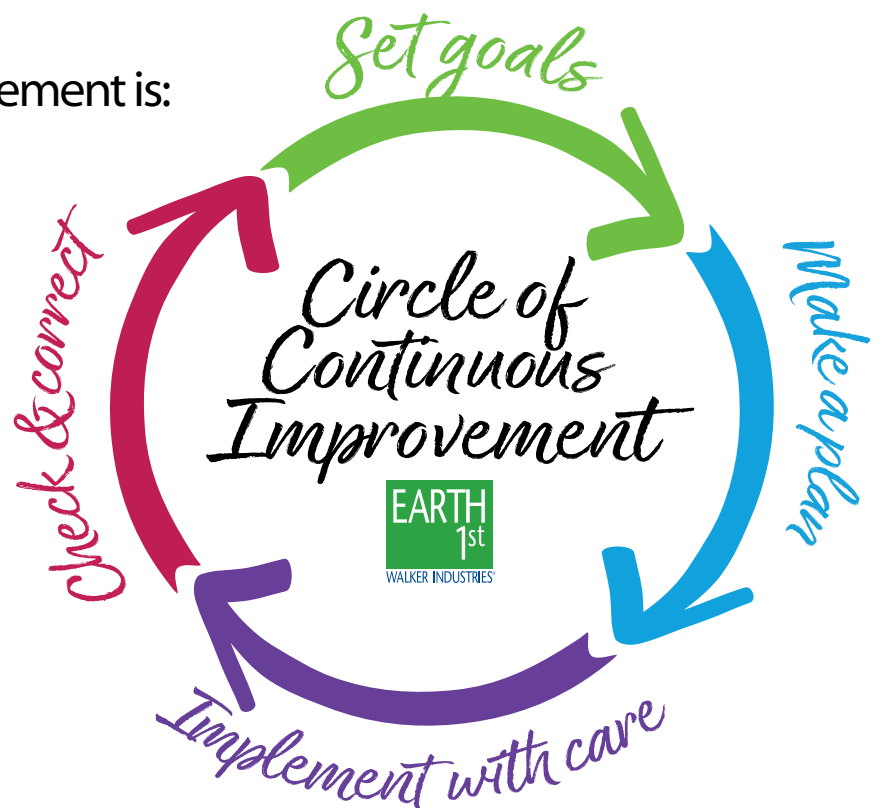
### Continuous improvement requires:

- An understanding of where you are
- A willingness to improve and change
- A process of learning and collaboration to create a plan to improve
- A way to communicating the desired changes
- A way of listening to how our stakeholders perceive us
- Effort to make and measure changes
- Participation of employees in the change
- A circle of performance improvement

**Strive FOR Wise**

The EARTH 1<sup>st</sup> circle of continuous improvement is:

1. Set goals
2. Make a plan
3. Implement the plan with care
4. Check and correct



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All your questions and discussion topics are on the reverse side - get talking!



# Continuous Improvement

Company \_\_\_\_\_ Date \_\_\_\_\_ Delivered by \_\_\_\_\_

Other topics discussed \_\_\_\_\_

Name	Signature	Date	Name	Signature	Date

## QUESTIONS/DISCUSSIONS

RECORD RESPONSES SPECIFIC TO YOUR SITE

1. How does your operation apply continuous improvement? \_\_\_\_\_
2. How have stakeholders helped to improve your operations? \_\_\_\_\_
3. What tools do you use to make incremental improvements to your environmental performance? \_\_\_\_\_
4. How do you communicate the desired changes in your performance? \_\_\_\_\_

## The Environmental Champions for September are Norjohn Contracting!

A task force made up of employees from Norjohn Contracting and Niagara College resulted in a breath of hope for Mother Nature. In late July, a beehive was spotted in a tree set to be removed from a Norjohn job site.

With his knowledge of Walker Industries' commitment to supporting pollinator health, Michael Pett, Estimator/Project Coordinator at Norjohn Contracting enlisted the help of Kim Pinto, a summer student at Norjohn, to look into the best way to handle the situation.

Through the help of the Environmental Performance Department and Laura Bratley, Kim was put in contact with Jay Thatcher from the School of Environment and Horticulture Studies at Niagara College. Within a week, Pinto and Thatcher met at the site where Thatcher provided some insight into best practices for the hive's removal.

Thatcher explained that the removal cannot happen during the day because many of the bees are out looking for pollen. Removal has to be done very early in the morning or at night to ensure no bees are missing. That night, Pinto and Thatcher relocated the hive.

A new beehive cannot be introduced to other hives before there is certainty that there is no risk of contamination. Thatcher offered to quarantine the hive until it could go to its final destination in the new pollinator habitat on the East Landfill.

Thatcher says that an estimated 80% of all crop pollination is done by bees, which is why bees are critical to nature's health. Kim Pinto and Michael Pett at Norjohn agree. "We never considered it a possibility to destroy the beehive just to get our job done," says Pett. "All we had to do was come up with a plan and get in touch with the right people."

Great job, everyone!



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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