



Earth Day Celebrating 40 Years

Earth Day is April 22! The first Earth Day was April 22, 1970, 40 years ago. It marks the anniversary of the modern environmental movement. The day was started in the United States as an event to teach people about the environmental problems of the day and to focus thought on taking actions to protect the environment. Awareness of the day and actions that we can all take to support the environment have grown over the last 40 years. Earth Day is now a worldwide event that continues to raise awareness and take action.

In celebration of the 40th anniversary of Earth Day we are distributing heirloom tomato seeds from Tree and Twig Heirloom Vegetable Farm. The seeds are a symbol of the strength in maintaining diversity. They are symbolic of nurturing ideas, caretaking and growing those ideas into actions that support the environment. By planting the seeds and sharing the harvest you are taking a personal step in nurturing our earth and our bodies. They are a lesson in what we do to our environment, we do to ourselves.

Growing heirlooms is an exciting way to try new and unusual tastes, shapes and colours, but more than that it is an effort to maintain the genetic diversity of our food crops. Tree and Twig produce is all grown without the use of pesticides, herbicides or fungicides.

For planting instructions and descriptions of the tomato varieties, please visit the EARTH 1st Intranet Site under the Earth Day Heading. For more information on Tree and Twig Heirloom Vegetable Farm visit: www.treeandtwig.ca



Source: www.treeandtwig.ca

Electronic Pay Stubs (Estubs) Coming in Spring 2010

In a continuous effort to reduce paper usage, the Finance department will be implementing paperless electronic pay stubs (Estubs) in 2010. Estubs will provide the employee with the ability to access and view their current and past pay stubs on-line anywhere and anytime via Internet access.

While the goal would be that the employee would view their information online only, they will have the ability to print the stub if they wish to do so. In the future, we also hope to be able to have the annual T4 information available here as well. We are still in the process of setting up and implementing the new software, which will be provided by a company called GHG Corporation, with the hope of rolling it out in the next couple of months.

The system will be very easy to use, and works very similar to your online banking and other online systems such as London Life and Great West Life that most employees are currently using. The employee will be given a link to the web site, along with a secure user name and password in order to access the information.

The implementation and roll out will occur in stages, with all salaried employees being the first ones to get on board. After this initial group, the plan would be to roll it out to most of the hourly employees by late summer or early fall of 2010. Once we are ready to roll this out, we will provide more detailed information.

Tony Zangari, Finance Department

Eco-Pens

You may have seen some of our EARTH 1st Eco-Pens around the office recently. These pens are made out of 100% recycled materials.

Some key points to note on these pens are:

- the barrel is 100% post-consumer recycled paper
- the clip is 100% post-consumer recycled wood
- the trim pieces are 100% post-consumer recycled plastic

These pens are just one more way we can reduce our impacts on the environment.

Source: <http://www.eco-pens.com/index.php?cID=55>

100 % Recycled Eco-Pen





IMS Compost North Pad Clean Up UPDATE

2009 was a challenging year for our compost employees. A lot of hard lessons were learned and a stronger team with refocused energy has emerged. They have made tremendous progress with the North Pad clean up and we would like to thank them for all their hard work and dedication. We would also like to thank our neighbours for their patience with our work to resolve the odour issues.

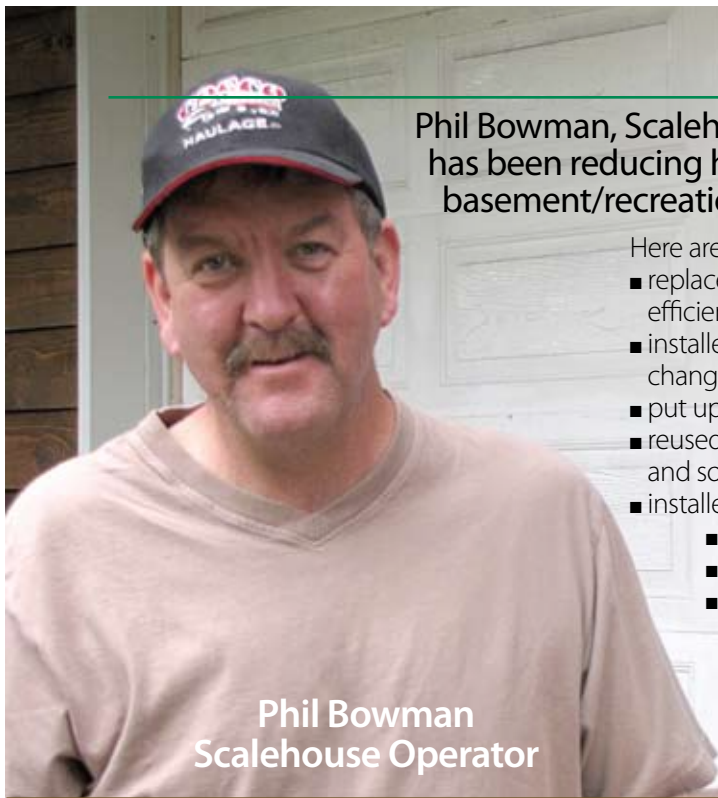
With the challenges of last fall's odour issues IMS decided to stop processing North Pad compost materials and wait for colder temperatures. During that time, better options were developed to manage the materials and a layer of finished compost and woodchips was placed over the piles to act as a biofilter. As soon as the biofilter layer was placed over the piles, odours came under control.

In January, the cold temperatures also lowered the temperature within the piles making them more stable. On January 10, 2010 the decision was made to proceed with the clean up of the North Pad beginning with the most mature piles. In order

to efficiently manage the material, a night shift was added between 10 pm and 5 am, Sunday to Friday. Weather conditions, wind direction and the potential for off-site odours were closely monitored by IMS employees with the clean-up work being adjusted accordingly.

Specialized "cold weather" equipment (Star Screen) was rented to screen material and create finished product. The work was done very carefully with the large piles being aerated and formed into smaller windrows. The smaller windrows were then carefully turned to complete the composting process. The finished product was screened and shipped out to our existing customers. With the approval of the Ministry of the Environment, a small amount of material considered to be too odorous to process and was disposed of to landfill.

Currently IMS is screening and selling finished compost product from the clean-up process and will continue until all the material is gone.



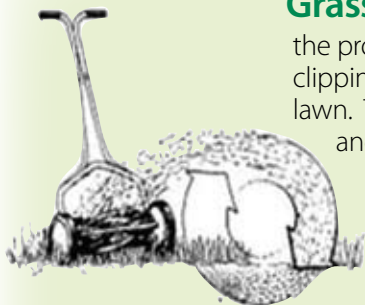
Phil Bowman
Scalehouse Operator

Phil Bowman, Scalehouse Operator at WAI's Walker Brothers Quarry, has been reducing his impacts while making some changes to his basement/recreation room.

Here are the changes that he made:

- replaced a 30 year old 60% efficient furnace with a new Carrier 95% efficient furnace
- installed a new programmable thermostat, which let's him know when to change the filter
- put up new stud walls and insulated the outside wall of the basement/rec room
- reused and incorporated most of the salvageable lumber from the old walls and some of the electrical hardware
- installed 4 Halo LED Recessed lights that are able to dim
 - these come with an Energy Star rating
 - use 75% less energy than 65w incandescent lights
 - can last 5 times longer than fluorescent and 50 times longer than incandescent lighting (up to 50,000 hours).

Congratulations to Phil for taking the EARTH 1st principles home and reducing his impacts!



Grasscycling:

the process of recycling grass clippings by leaving them on your lawn. This saves time, reduces waste and leads to a deeper, healthier root system that increases your lawn's resistance to disease, drought and insects.

Six Reasons to Grasscycle

1. Grasscycling improves lawn quality by releasing valuable nutrients, adding water-saving mulch and encouraging natural soil aeration by earthworms.
2. Grasscycling saves time and work.
3. All lawn mowers can grasscycle.
4. Grass clippings are a free, high-nitrogen fertilizer. When left on the lawn, clippings are rapidly broken down into valuable nutrients including nitrogen, potassium and phosphorous, which are returned to the lawn. There is no polluting run-off, no use of non-renewable resources and no damage to soil organisms or wildlife.
5. Grasscycling means there is no need to spend tax dollars on landfilling grass.
6. Grasscycling is a simple, easy opportunity for every homeowner to do something good for the environment.

Doing your part includes not putting grass clippings in your green box. This will help reduce odour potential at the compost facility. Share this information with your neighbours to help spread the word about this environmentally friendly way to lawn care.

Acknowledge your part and start grasscycling today!

Source: www.ene.gov.on.ca



Moving Ahead to 2012

To warm you up and introduce you to our 2010 goal to calculate our corporate carbon footprint, we have provided everyone with a bamboo toque. "Moving ahead to 2012" is embroidered on the front to remind you of our movement into the new carbon economy.

Some benefits of the bamboo fabric are:

1. Environmentally friendly – bamboo does not require any chemicals in its production. Bamboo is a fast growing renewable resource.
2. Moisture wicking – bamboo has the benefit of drawing moisture away from your skin, helping to keep you fresh and dry.
3. Insulating qualities – bamboo fabric has insulating qualities and yet it also breathes. The same qualities in bamboo clothing which keep you warm in the cold conditions also have the ability to keep you cool in hot weather.
4. Hypoallergenic – this fabric is naturally hypoallergenic; a major benefit to those who suffer from allergies.
5. UV resistant – bamboo fabric is naturally UV resistant which is great for anyone who has to work in the sun.

For more details on bamboo fabric please visit:
<http://www.squidoo.com/bambooaapparel>

WALKER CARBON



MOVING
AHEAD
TO 2012

CAT is the Acronym for Carbon Action Team



Scott White, Darren Fry, Evan Bartfai, Kirsten Groody, Leticia Koole, Brandon Anger, Geoff Boyd, Bob Haroutunian, Wes Foebel.

By 2012, we will calculate our carbon footprint for the entire Walker Group of Companies and set goals on how to reduce it.

Our team consists of Kirsten Groody and Darren Fry, our resident carbon experts from the IGRS division, Brandon Anger from the Finance Department, Scott White, Norjohn Emulsion, Geoff Boyd, Niagara Biosolids LP, Wes Foebel and Senen Salacup our Environmental Reps., Bob Haroutunian and Evan Bartfai Walker Aggregates Inc. North and South and not to forget Leticia Koole, who has been doing a wonderful job keeping minutes, organizing and posting information for all to see on the intranet.

The team has started with measuring the Green House Gas (GHG) emissions for Niagara Biosolids and IGRS.

Norjohn Emulsions is next. We are on our way to a standardized method and made-at-Walkers tool for GHG quantification. Once this has been completed for all WIHL companies, we will have an understanding of how big our whole organization's carbon footprint is and start developing ways to shrink our impact.

Look for more information from the CAT on the intranet as well as your monthly Environmental Messenger and in future editions of the 'Carbon Corner' found in your EARTH 1st newsletter.

Environmental Performance Department 2010

The Environmental Performance Department is working on their plans for 2010:

- To develop more "face time" with operations, we have decided to have monthly inspections instead of the yearly Environmental Performance Reviews. This will strengthen our relationship with operations by having open communication and increased involvement. This will also allow the EPD to become more versatile and learn about operations outside their regular sites.
- We have started to work with operations to implement a filing system that best suits each individual site. An effective filing system will help prepare operations for any MOE inspections and general inquiries.
- The EPD also plans to create training modules for each category of training we provide. Having modules will be beneficial for those who are new employees and may not have a chance to attend training sessions.

If you have any feedback on what you would like to see from the Environmental Performance Department, please let us know. We are open to any questions or comments.



Welcome Senen Salacup

Senen Salacup joined Walker Industries on February 1, 2010, as the Associate Director of Environmental Performance. Senen was recently with SkyPower Corp., a renewable energy company, and zerofootprint.net, a non-profit, carbon footprint reduction/offsetting organization, both based out of Toronto.

Senen has a Masters degree in Marine Biology from the University of the Philippines, and has extensive environmental and natural science experience in consulting, government and the private sector in Canada, the United States, and in the Philippines.

He is an avid baseball/softball fan, and spends his leisure time watching and, when he has a chance, playing the game. He also enjoys swimming and SCUBA diving. He is married to Rosalee, and has 2 children: Russell, who is 6 years old, and Stephanie, who is 7 months old.

Please join us in welcoming Senen to our team.

Self Assessment Brings Self Awareness at Georgian Paving



Angela Pabst

Georgian Paving and Construction has hit the road running with their Internal Environmental Audit Program. Introduced in the spring of 2009, the program requires each Georgian Construction crew or site be audited for Environmental Compliance at least once throughout the operating season. Construction crews and/or sites are selected at random. A team of inspectors from Georgian Paving arrive at the selected job site without warning (similar to the format used by

the Ministry of the Environment) to audit compliance with provincial legislation and Walker Company Policies. The results of each audit are reported to the Georgian Paving management team, where required actions are taken to address any issues discovered. After much success in 2009, Georgian Paving and Construction plans to continue the Internal Environmental Audit Program during the 2010 operating season.



Donna Rands

Congratulations Georgian Paving for your great idea in ensuring we reduce our impacts!!

Mike Watt's Kindle

For the past couple of months, Mike Watt has been receiving newspapers and reading several books on his Kindle. A Kindle is a wireless mobile reading device that allows you to view books and newspapers electronically.

Using the Kindle allows for savings in paper along with a reduction in chemicals and ink used to print the books and newspapers. They also have a low energy use with a rechargeable battery.

Congratulations to Mike Watt for reducing his carbon footprint!

Source:
<http://www.supereco.com/news/2009/02/12/is-the-kindle-a-green-read/>



Cover UP at Vineland Quarry



Congratulations to Evan Bartfai and the team at Vineland Quarries on successful completion of their final 2009 EARTH 1st Goal. VQ designed and manufactured an enclosure system to reduce the amount of water entering a secondary containment area housing the site's oil and waste oil tanks. Rain water and snow melt entering the containment area has been an ongoing issue at the quarry. These events contribute significant volumes to the containment structure, resulting in standing water, which requires frequent pumping, cleaning and transport offsite to a Ministry of Environment approved disposal facility.

The enclosure (pictured) has essentially eliminated water from entering the containment area. VQ is planning further improvement to the enclosure, including the installation of covers for the front and sides of the structure using worn conveyor belting.

Norjohn Contracting and Paving Down the Road with 2010 Goals

Being proactive and self-sufficient are paramount in ensuring continued success and environmental compliance. The 2010 Corporate goal of each Walker Company becoming responsible for scheduling and conducting their EARTH 1st Committee meetings is old hat for Norjohn Contracting and Paving. Since the inception of the EARTH 1st program Norjohn has taken control of their own EARTH 1st committee and driven the principles throughout the organization. Norjohn Contracting and Paving should be congratulated on their proactive approach. It has greatly helped the division in achieving self sufficiency, becoming a High Environmental Performer.

Norjohn Contracting and Paving are Reducing Their Impacts

Norjohn Contracting has been busy reducing their impacts. They have recently made the following changes:

- installed window screens so windows could be opened to cool the office
- improved battery recycling program through awareness and units recycled
- installed timers on fans in washrooms
- additional surface treatment has been performed with use of excess or left over materials from projects as required.

Great job, Norjohn Contracting and Paving!



Compostable Cups and Straws

As always it is best to use a re-useable cup and when you are on the move use a travel mug. However, there are times when we all forget our travel mug. When you are in a bind Cornerstone Café at Head Office has replaced their regular paper cups and straws with ones that are compostable. This is beneficial when mugs cannot be used. Please remember to put these cups and straws in the provided green bins or small food waste bags. Each step helps to Reduce Our Impacts.



Jenny Reynolds Taylor Webb Michelle Kassam

CHAMPION SUMMARY Waste Watchers

After a waste audit identified some areas for improvement, three employees in the Walker Environmental Group volunteered to be Waste Watchers in their building. Working with the Environmental Performance Department, Taylor Webb, Michelle Kassam and Jenny Reynolds have developed a plan to improve waste diversion in the WEG building. Some of the improvements that the Waste Watchers team has undertaken are:

- making green bins more accessible and noticeable
- educating office staff on separation and commonly misplaced materials
- working with the cleaning service to ensure proper procedures are followed
- monitoring waste disposal practices of office staff for continuous improvement

There has been a great improvement in waste separation since the Waste Watchers have started their work. Thanks to everyone at WEG for taking the time and making the choice for the environment.

UPDATE

WebEx - web based meetings continue to offer benefits for IGRS.

The following are some positive outcomes Darren Fry found from using WebEx:

- It is very useful when working with partners/clients to review visual concept and designs. It allows the project team to discuss, review and edit in real-time without the need for travel. WebEx is especially useful when discussing drawings (ie. site plans, details, cross-sections, etc).
- It's also useful when reviewing and editing spreadsheets in real-time. WebEx is used to review and approve budget, capital cost estimates & complicated spreadsheets.
- It's also great to switch between users – for example, being able to hand control over to others to view/annotate documents on their computers.
- It is easy and efficient to set-up/schedule a WebEx meeting.

Overall, it has saved significant travel time, travel costs, and overall effort for the IGRS group. It is especially useful for partnership companies like IGRS.

Do you have a story about how WebEx has helped you to be more efficient? Why don't you share it with us.

IMS More Efficiently Operating

In July of 2009, a ½ inch screening plant was permanently installed inside the receiving building. It has reduced the amount of plastic from the overs blowing around the site and has made it easier for the compost site to be screened during the winter months. The winter screening creates a good quality product during the cold months and avoids screening the spring crunch of incoming yard waste.



This winter, IMS has also increased the height of their litter fence by 5 meters, which captures litter before it leaves the site. The screening plant in the receiving building and the higher litter fence has reduced off-site litter collection requirements.

The compost facility continues to investigate the feasibility of removing a higher % of plastic from the overs and directing the plastic to a container in preparation for delivery to landfill.

Way to go IMS!





Woodington Driving for the Environment with Natural Resource Canada

Woodington is participating in Natural Resources Canada's Fleet Smart program in efforts to educate employees about driving habits and ways to reduce fuel consumption and emissions. It is free to become a member and being a member gives you access to training and education tools that help improve the energy efficiency of operations.

When Woodington registered they received multiple brochures and pamphlets with information on idling, preventative maintenance, weather conditions, vehicle inspection, etc.

All the drivers received this information and there is now a board in the driver's room to share information.

Participating in this program was Woodington's 2009 goal and this has now been implemented. They continue to track fuel efficiency and as more data is collected they will be able to compare year to year.

For more information visit fleetsmart.gc.ca or talk to Shawn Jordan at WEG to find out more about how it works.



Who do you know who commits, creates and participates in EARTH 1st?



Who have you spotted "Going Green"?

You can email us at: environment@walkerind.com
You can write us at: Environmental Performance Department
P.O. Box 100, Thorold, ON L2V 3Y8
You can call us at: 905-227-4142 ext. 3850

If there is something you, your company or your co-worker is doing that should be recognized please let us know. You could also write an article for the newsletter to share your steps towards Higher Environmental Performance!

www.EARTH1st.ca

Contact Jamie Mereweather, Environmental Performance Department, 905.227.4142 ext 3850 with your ideas, comments, thoughts and solutions.

