



Building a sustainable future, together.

| 2024 Sustainability Report



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A MESSAGE FROM PRESIDENT & CEO GEORDIE WALKER

For more than 137 years, Walker has been committed to operating safely and sustainably while providing the best services and products to help the communities we live and work in grow. In 2024, we continued to advance our social, environmental, and economic objectives.

Social

Health & Safety remains our top priority and is at the core of how we work. Walker's Health & Safety team has continued to promote a safety culture throughout the organization. From 2023 to the end of 2024, Walker achieved a 47% reduction in our overall Serious Injury and Fatality (SIF) rate and a 20% reduction in Walker's Total Recordable Incident Frequency (TRIF). We continued to implement several targets to further our safety progress, utilizing data-driven insights, enhancing our training programs, and continuing towards additional industry accreditations.

At Walker, our people are at the heart of everything we do. We advocate for each employee to support their communities, providing them with two fully paid volunteer days. As a result, Walker employees invested more than 4,000 hours volunteering at events across our local communities, such as home builds, litter clean-ups, tree plantings, and so much more, to support over 100 community organizations. Additionally, Walker's 2024 Season of Giving resulted in over 200 employees supporting an additional 55 charitable organizations across North America, from Canadian Thanksgiving through to US Thanksgiving while marking Giving Tuesday in early December.

Environmental

We are committed to investing in innovations, products, and operational solutions that promote a sustainable future. In 2024, Walker recovered a total of approximately 1 million tonnes of resources. This includes well over a quarter of a million tonnes of organic materials, which then were processed into high-quality compost. Walker's Residential Drop-Off location collected 614 bikes, along with 21 lawnmowers and weed eaters, which were donated to the Broken Spokes program. This program teaches students bike repairs and provides hands-on experience with small engine repairs.

We also began preparing for the transition away from peat-based products by introducing a sustainable peat-free wood fiber solution and installing a new line at our Gro-Bark facility for its future production. We are thrilled to embark on this sustainability journey alongside our customers, proudly launching Gro-Sustain Fibre™ for our commercial clients and Earth 1st™ for retail consumers—both of which reinforce our leadership in the transition to peat-free alternatives.

Our Emulsions team is continuing to innovate and provide solutions for the growing mass timber market across North America with new coatings specifically tailored for industry partners.

Economics

Through 2024, we continued to invest into Walker Environmental resource recovery operations in compost, soil and mulch, and expanded our production capacity at our Niagara and Arthur facilities. These investments included adding an additional 32 GORE® composting cells and opening a state-of-the-art packaging facility. I am proud to see Walker Aggregates successfully complete its tunnel project at the McGregor Quarry in Essex, Ontario, which allows the team to access more than 103 million tonnes of stone to continue supporting regional growth with local aggregates needed for critical infrastructure projects in Southwestern Ontario.

Looking Forward

Walker is proudly a Canadian-owned and operated company and proudly operates across North America. Our 137 years of operations are the product of a strong family heritage and the rich and diverse history of the businesses the company has invested in. We also understand and value the partnerships and commitments in the communities we call home. With the collective support of our employees, industry partners, and neighbours, we will continue to **build a sustainable future, together.**

**Building a
sustainable
future, together.**



Geordie Walker
President and CEO



2024 HIGHLIGHTS

Social
154 Non-profit organizations and community groups supported
\$1.3m Donated to support our communities
4,090 Volunteer hours
62% Use of wellness subsidy

Environmental
31,779,280 Electricity consumption (kWh)
40 Acres of pollinator habitat
309 Acres of conservation land
992,604 Tonnes of resources recovered

Economic
115,372,067 Electricity exported to the grid (kWh)
\$6,959,475 Paid in taxes, levies, and community fees
29% Revenue from sustainable products
82 Locations

Building a sustainable future, *together*.

These five words outline our company's vision, guiding our path forward for today, tomorrow, and the next 20 years and beyond.

Our commitment to "Building a sustainable future, *together*" brings together past and future generations. We balance meeting present needs with the well-being of future generations, aiming for a long-term sustainable impact.

SOCIAL: In our social endeavours, Walker employees collaborate daily to champion Health & Safety, creating an inclusive workplace culture that celebrates high achievers. We also nurture strong community bonds, contributing to social progress.

ENVIRONMENTAL: We recognize the critical importance of environmental stewardship and go beyond mere compliance to minimize our carbon and water footprints while optimizing resource usage.

ECONOMIC: Economically, our decisions are guided by a multi-generational perspective, fueling business growth through innovation and strategic acquisitions. We highly value our partners, customers, and suppliers, as they are essential to our economic success.

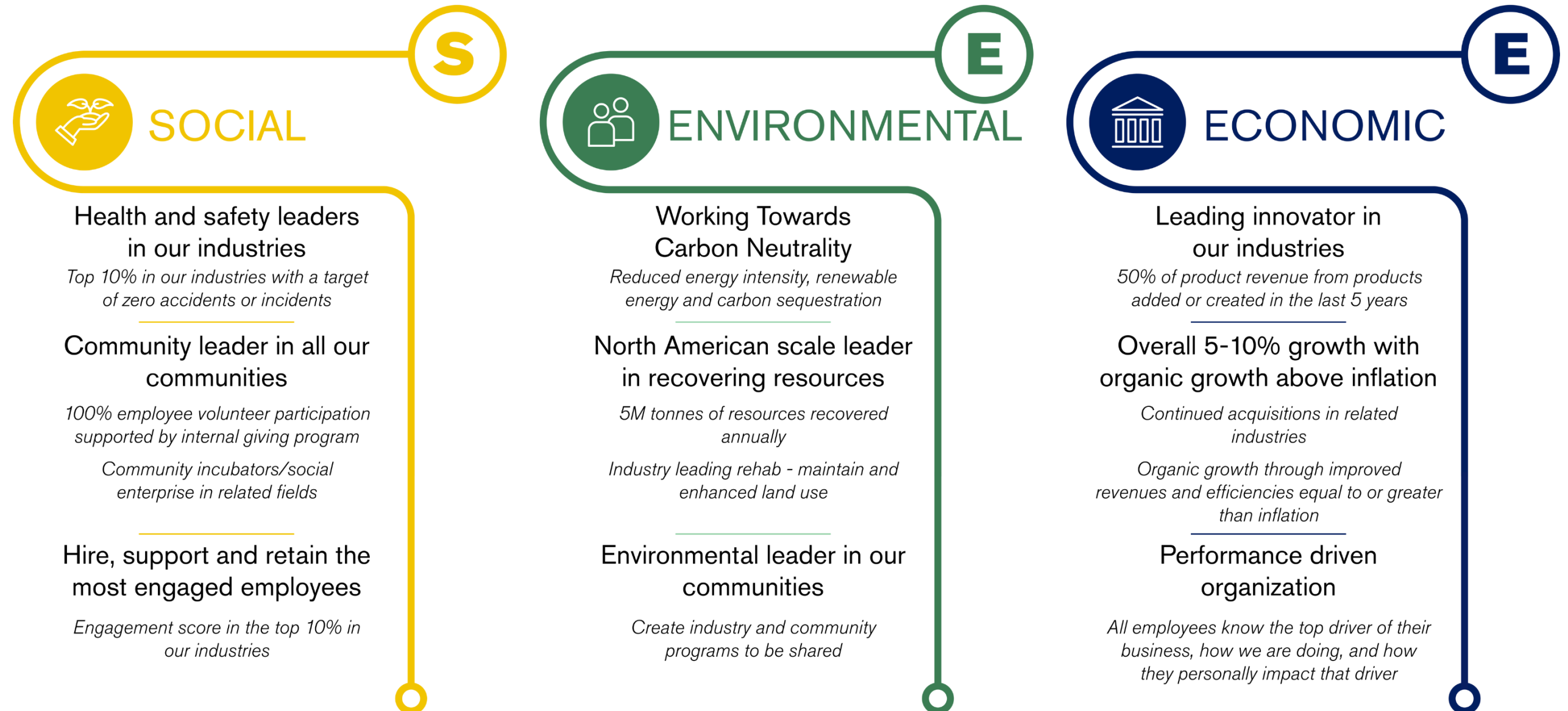
Looking ahead, the 2024 Sustainability Report will showcase our programs, action plans, and data in support of our long-term sustainability vision.





20-YEAR SUSTAINABILITY VISION

How can we collectively shape a sustainable future? We aim to achieve this through nine distinct goals, each with specific objectives aligned with our SEE model. This decision-making framework serves as our guide, ensuring accountability for the **Social**, **Environmental**, and **Economic** impacts of our actions.





SOCIAL

People • Partners • Communities



OUR SAFETY CULTURE

2024 Health & Safety Trends and Achievements

Our sustained commitment to Serious Injury or Fatality (SIF) prevention has resulted in notable improvements in workplace safety. **From 2023 to 2024, we achieved a 47% reduction in our overall SIF rate and a 20% reduction in our Total Recordable Incident Frequency (TRIF).** These significant declines highlight the effectiveness of our strategic focus on high-risk incident prevention and continuous improvement efforts.

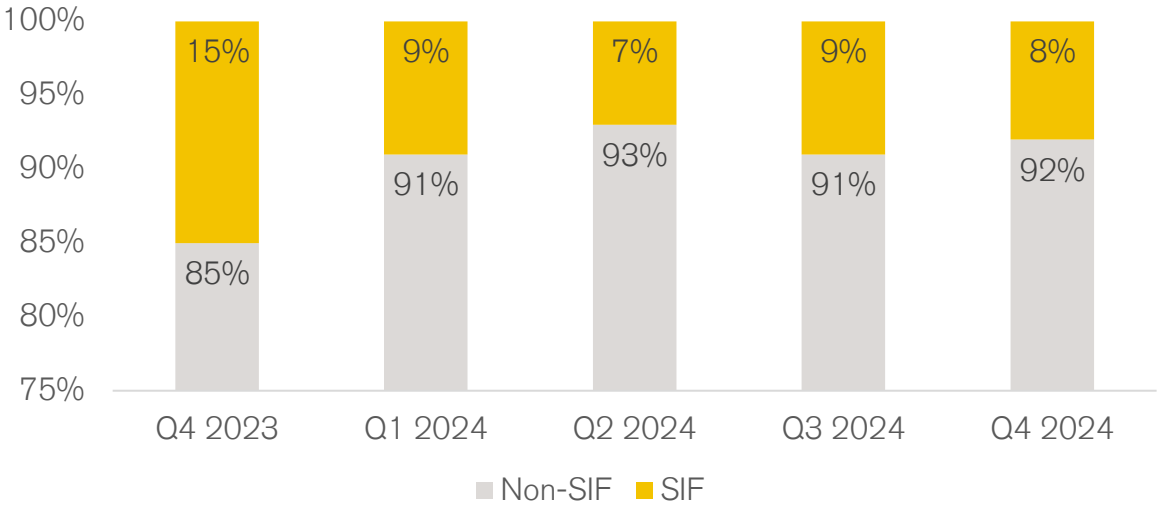
To build on this progress, we implemented several targeted initiatives in 2024, including:

- Enhanced Incident Trending and Records: Leveraging data-driven insights to refine safety interventions.
- Implementation of HSE Software: Enabling real-time trend analysis and data-driven decision-making to proactively address hazards.
- Advancement toward ISO/COR Accreditation: Strengthening safety practices through the WSIB Safety Excellence Program.
- Contractor Management Enhancements: Increasing safety compliance and oversight for third-party workers.
- Field-Level Improvements: Verifying critical controls to ensure preventive measures are effective.
- Enhanced Internal Training Programs: Expanding and improving training initiatives to reinforce safety best practices and risk awareness.

Our Path Forward

As we reflect on our progress, we remain steadfast in our commitment to continuous improvement and excellence in workplace safety. By leveraging our SIF metrics, refining our risk assessment strategies, and integrating lessons learned into our safety management system, we continue to drive meaningful change. Together, we forge ahead, empowered by our collective resolve to create a safer and healthier work environment for all.

Non-SIF vs SIF Incidents



OUR SAFETY CULTURE

2024 Health and Safety Achievements



George Francis

Driver of The Year: Fleet Safety Council

This award honors professional drivers who demonstrate a strong commitment to safe driving practices. This recognition is typically awarded to individuals who have maintained an accident-free record over a significant period. George's dedication to safety, reliability, and excellence behind the wheel has earned him this well-deserved award. His commitment to best practices in fleet operations makes him an invaluable part of our team.



Amanda Little

Individual Safety Award, Ontario Stone, Sand and Gravel Association (OSSGA)

The OSSGA Safety Innovation Award was introduced in 2020 and recognizes innovative practices, programs, and projects in Ontario's aggregates industry. Amanda Little, Operations Manager, Niagara, has been recognized for her contributions to improvements in environmental impact, productivity and safety of the team, customers, and communities.



Mike Da Mota

Top Safety Leader Under 25: Canadian Occupational Safety

As a Safety Coordinator for Aggregates, Mike has played a crucial role in investigating incidents, injuries, and near misses to drive continuous improvement. He has been instrumental in implementing safety and environmental programs using risk-based decision-making tools, ensuring our teams operate in the safest possible conditions. His work includes maintaining and enhancing chemical inventories and providing essential reports and data to support informed decision-making.



Nash Mohammad

Top 25 Under 40: Occupational Health & Safety Canada

As a Safety Coordinator for Environmental, Nash's dedication to health and safety, combined with his leadership, has earned him this recognition. He consistently demonstrates a strong work ethic and takes initiative to improve workplace safety and compliance. His commitment to ongoing professional development is visible in his pursuit of continuous training and education, allowing him to stay ahead in the field and bring innovative safety solutions to the workplace.



“At Walker, safety isn't just a priority – it is a core value. Our teams continue to raise the bar, driving innovations and leadership in Health & Safety. By developing strong safety leaders and fostering a culture of accountability, we are ensuring that every worker goes home safe, every day.”

Brian Ferguson

Vice President, Health & Safety



OUR PEOPLE

Across North America, Walker is connected by our **REACH values (Resilience, Environment, Accountability, Community, and Humility)** that drive how we do business. Our individual efforts and contribution matters.

We are committed to a sustainable future - fostering a sense of community and supporting one another. We believe in building strong, positive relationships with our neighbors while actively contributing to the betterment of our communities. By prioritizing sustainability and collaboration, we strive to create a brighter future for everyone.



82 Walker locations
across North America



113 employees with
over 20 years of service



62% of our employees
used the Walker Wellness
Subsidy



7 years is the average
length of service of an
employee



“ At Walker, we define resilience as the ability to adapt and thrive in the face of adversity and opportunity. 2024 brought challenges due to rising interest rates and inflationary pressures. However, our employees demonstrated unwavering perseverance while maintaining a strong focus on our long-term goals, community giving programs, and sustainable practices—all while prioritizing each other's health and safety. That's the Walker Way. ”

James Bellaire
Executive Vice President , Finance and CFO



ENGAGEMENT AND TRAINING

To foster growth as an organization, Walker aims to recruit top talent, provide continuous employee training, and develop leaders across all our operations. This approach allows us to keep moving toward our organizational goals.

This past year, our team focused on implementing action plans based on feedback received from the 2023 engagement survey. This included reorganizing our Human Resources structure to help better service our employees and teams and hosting four Walker conferences to encourage engagement, collaboration and facilitate continued education.

At Walker, employees support our recruiting efforts through the Walker referral program. In 2024, **Walker hired 140 referred candidates (a 73% success rate)**, which echoes our employee's trust in Walker as a brand where talented friends and professional connections can grow their careers.

Walker supports and encourages career development and growth through education, training, and mentorship. This helps to build the leadership pool within the company as knowledge and skill development is retained when employees grow within the business. **Last year, 68% of management positions at Walker were filled by internal candidates.**



“I am equally impressed and inspired to see our team commit their time to run and organize our training and engagement events. The willingness of employees to share experiences with others shows a great deal of pride in our work and commitment to one another.”

Lisa Bengert

Senior Vice President Human Resources and Health & Safety



Kate Fahey: W2RO Mentor & Leadership Program

The Waste to Resources Ontario (W2RO) Mentor and Leadership Program assists member organizations in building human resources and management strength for the future success of both the individual and the organization.

"The W2RO Mentor & Leadership Program has been an invaluable experience, not only in terms of strengthening my professional network, but also expanding my skillset and providing a firsthand view of how the industry works together to enhance the circular economy."



Kaitlynn Valeriano: Leadership Niagara

Kaitlynn successfully completed the Leadership Niagara program in June 2024. Leadership Niagara provides a cohort of professionals experiential learning opportunities to develop the skills and acumen needed to be an active and engaged community leader within Niagara.

"Leadership Niagara has equipped me with new skills that will support our goals at Walker as we continue to move forward. The program also offered a valuable opportunity to collaborate with diverse community leaders across various sectors that helps to strengthen our network. Through this journey, I've come to understand how collaboration and teamwork are essential in building sustainable, thriving communities."

In 2024, Walker Employees completed a total of **26,877 hours** of job specific training. This includes H&S Training, Environmental Training, Startup Training, and Conferences.



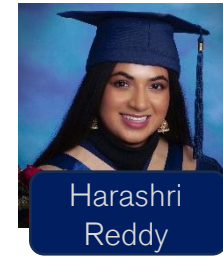
BUILDING A COMMUNITY THROUGH EDUCATION

2024 Walker Conferences

In March 2024, over **800 Walker employees** had the opportunity to connect with teammates across the organization, as Walker hosted four conferences over the course of the month. These conferences provided an opportunity for different sites, divisions, and departments to learn about the organization beyond their day-to-day operations and review strategic plans and priorities for the year. Colleagues attend break-out sessions on communications, customer service, career growth and community. Additionally, the conferences included guest speakers and time to share best practices across the organization.



2024 Walker Scholarship Recipients

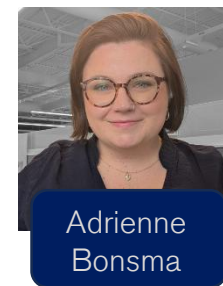


Harashri, Sagren Reddy's daughter has been awarded the Walker Industries University Scholarship, providing \$15,000 annually for up to four years. She will attend the University of Calgary for a Bachelor of Science in Kinesiology, aiming to become a pediatric plastic surgeon specializing in burns and broken bones. She aspires to inspire her future patients to prioritize both mental and physical health in their healing journey.



Theodore, Jesse Vroenhoven's son, an employee at Walker Environmental All Treat Farms, won the Walker Industries College/Trade Scholarship, which provides \$7,500 a year for up to four years. He plans to study Electrical Techniques at Conestoga College and aims to become an electrician in construction and maintenance.

Where are they now?



Adrienne, Dean Bonsma's daughter was the first recipient of the Walker Industries Tradesperson/College Scholarship in 2015, which allowed her to study Winery and Viticulture at Niagara College. After a few years in the wine industry, she chose a more stable career to start her family. Now, she works in the Environmental Division at Walker Industries (Gro-Bark).

"Walker's generosity lifted the financial burden of college and gave me the push I needed to pursue my education—a truly invaluable gift!" – Adrienne



ENCOURAGING PHILANTHROPY

Community Contributions

As part of our ongoing commitment to promoting positive change and supporting our communities, Walker continues to back numerous local organizations. In 2024, we contributed more than \$1.3 million to various initiatives designed to improve the well-being and prosperity of those around us.

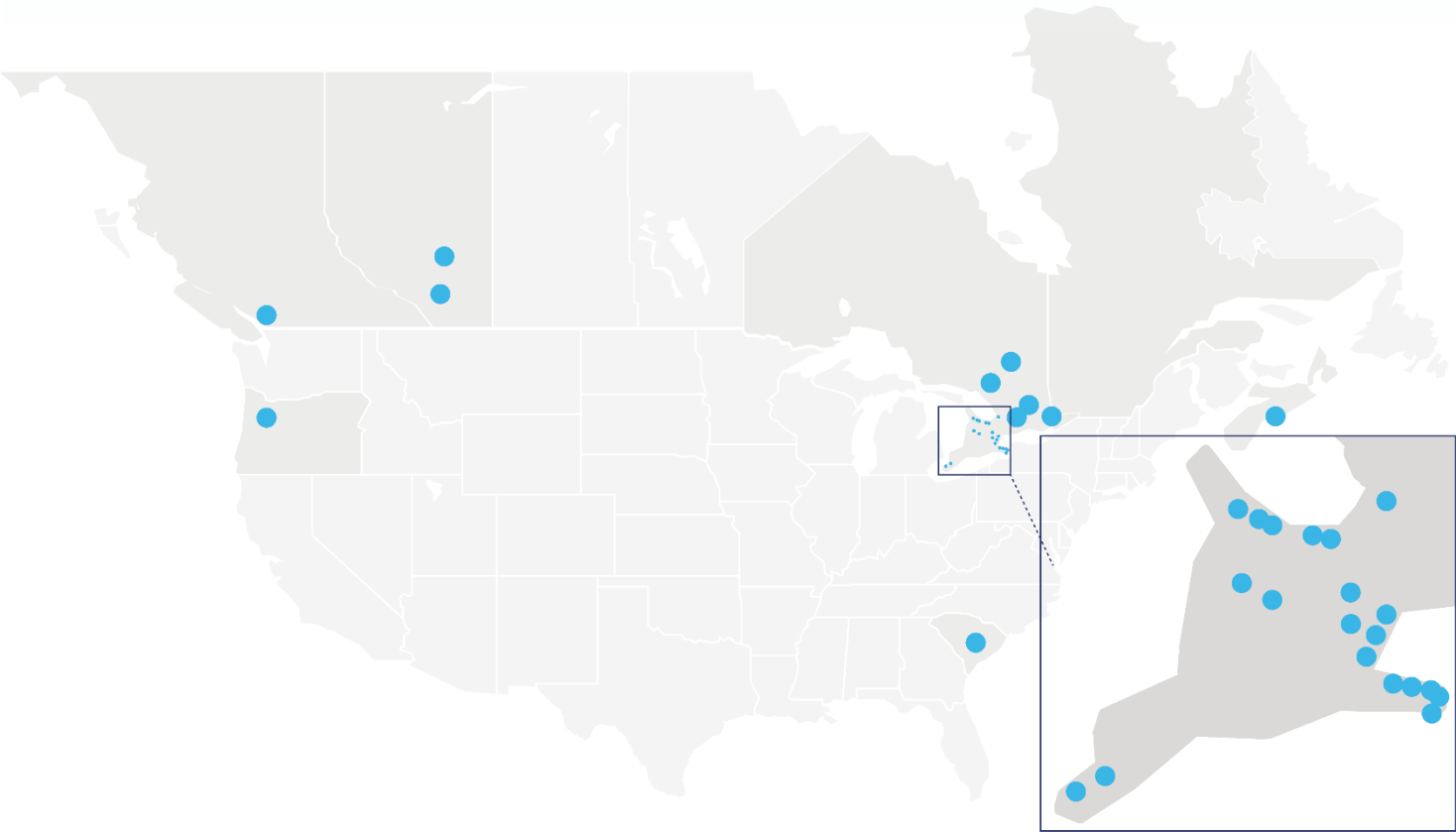


Walker contributed to more than 62 different organizations across North America in 2024, including contributions towards these larger commitments:

- Canada Summer Games: \$3,000,000
- Hospice Niagara: \$1,500,000
- Niagara Health MRI Donation: \$500,000
- Ernstine’s Women Shelter: \$250,000
- Habitat for Humanity Orangeburg: \$50,000 (USD)

Supporting Foodbanks across North America

In 2024, food banks across North America were overwhelmed with new members and few resources. Walker saw an opportunity to support and allocate funds to help 30 food banks across our Canadian and US locations. Walker employees delivered the cheques and bags of in-kind food donations from Walker's sites.





SUPPORTING OUR COMMUNITIES

Community Enhancements with MCFN

In 2024, a group of Walker volunteers were at the Mississaugas of the Credit First Nation (MCFN) to help with a community enhancement project by planting native fruit trees and berry bushes donated by Walker. MCFN community members came out to help as did members of the local OPP detachment and volunteers from the Hamilton Naturalists Club. Walker volunteers were grateful to connect with MCFN on this initiative and look forward to future opportunities to work together.



Mississaugas of the Credit Annual Green Pow Wow

Celebrating the 10th year working together, Walker provides advice on how to achieve a Green Pow Wow by having a waste-free event. By collaborating we have been able to achieve a waste diversion rate of ~85%. Walker also finds other ways to support, by providing organic collection services, recycling bins, Green Team shirts, and organic cutlery and plates for the Pow Wow feast, which hosted close to 5,000 people over the course of the weekend.



“As an organization, Walker has been committed to supporting the communities where we live and work for over 137 years. Our focus has always been to look for ways to make a positive impact. This comes to life in the form of donations and volunteering, and taking time to connect with our neighbours, community members and local community organizations by taking time to listen and learn. It’s what makes me so immensely proud to be part of the Walker organization – knowing that our role as a company, begins with knowing our role in our community.”

Navia Sharma

Senior Vice President, Marketing & Corporate Affairs

Community Coming Together

In 2024, Walker had the opportunity to sponsor a home build with Edisto Habitat for Humanity in South Carolina. Walker employees volunteered to help build and raise the walls with donations from customers West Fraser and SWISS KRONO.

Walker also provided a financial donation of \$50,000 US for Edisto Habitat. It was an honour to support organizations like Habitat for Humanity and work alongside a fantastic group of volunteers, sponsors and partners who make building communities possible.



Resource Recovery for Our Communities

In 2024, our Residential Waste Recycling Depot recovered 614 bicycles, donating them to The Broken Spoke, a local program that teaches students bike repair skills. This initiative not only emphasizes the benefits of refurbishing bicycles for personal use but also provides much-needed transportation for those in need.

In addition to bikes, 21 lawnmowers and weed eaters were also donated to The Broken Spoke, helping children learn about fixing small engines and gaining hands-on mechanical experience.

Another 15 bicycles were donated to an organization in Niagara-on-the-Lake that supplies bikes to migrant farm workers, providing them with a reliable mode of transportation.



COMMUNITY ENGAGEMENT

From the beginning, Walker has always been a company that understands the importance of giving back. We choose to demonstrate our belief in being an active community member through charitable donations, sponsorships of local initiatives, and volunteering. By providing employees with two fully paid volunteer days, Walker encourages a culture of giving back, fostering positive impacts on both our workforce and the local communities we serve.



5th Annual Day of Action on Litter Breaks Company Record

Walker's Annual Day of Action on Litter event is held across Niagara and other company sites to help make a positive impact on the environment and help keep parks, roadways, and green spaces safer for our neighbours to enjoy. With the help of 70 volunteers made up of Walker colleagues and community partners, our crews collected a record amount of 2,800 lbs of litter from our communities.

Tree Planting in the Greater Toronto Area

The Walker team was happy to partner again this year with The Riverwood Conservancy for another tree planting volunteer day. Riverwood has been working hard on clearing out the invasive species and planting native flora to promote biodiversity in the area. Walker assisted in planting 28 trees of varying species and several pots of wildflowers and had the opportunity to stomp out 300m² of invasive phragmites.



GTS Country-Wide Clean Up

Walker's Grease Trap Services team took to the streets surrounding their facilities and volunteered their time collecting litter. Locations included British Columbia, Calgary, Quebec, Ottawa, and Toronto. More than 40 employees helped collect 700+ lbs of litter.

Season of Giving

October 2 – November 30



200 Employees
Volunteered



55+ Organizations
Supported



1,000+ hours
volunteered

Walker employees spent
4,090 hours volunteering
in their communities in 2024



ENVIRONMENTAL

Air • Land • Water

WALKER'S ROLE IN THE SOIL CIRCULAR ECONOMY

Walker's vision is to build a sustainable future working in partnership with our communities. This vision is at the core of our corporate values and is reflected in the services we provide to our customers. With **three composting facilities in Ontario and resource recovery operations across Canada**, we deliver environmentally sustainable soil solutions to both our customers and the communities we serve.

We are proud to help municipalities, and our customers **participate in the circular economy by providing them with an innovative solution** to manage organic waste streams in a safe, reliable and circular manner.

Walker plays a pivotal role in strengthening the circular economy by transforming green bin waste and leaf and yard trimmings into high-quality compost, soil amendments and soils. Through our Gro-Bark®, Arthur Campus and Niagara Resource Management Campus operations, **we manufacture and supply a wide range of sustainably sourced soils, soil amendments and growing media for the agricultural, horticultural and professional landscape sectors**. Additionally, our consumer-facing brands, GrowBetter Gardens™ and All Treat Farms®, provide home gardening enthusiasts with sustainably sourced product options to enhance their gardening experience.

We view waste as a valuable resource that can be repurposed to create premium soil products that enhance soil health and reduces the reliance on peat-based products and synthetic chemicals, while conserving landfill space for materials that cannot be reused.

In 2024, Walker expanded its GORE® composting operations and opened a state-of-the-art packaging facility in Arthur, Ontario. These strategic investments have solidified our position as Canada's largest composting, soil blending, and packaging processor. By continuing to make these advancements, we **reinforce our commitment to providing a reliable, end-to-end supply chain for our customers**. As we look toward the future, we remain dedicated to driving further growth and **strengthening the soil circular economy across Ontario**.



“ Our employees take tremendous pride in bolstering Ontario's circular economy – it drives us to continue to innovate and develop solutions that minimize environmental impact while maximizing resource efficiency. ”

Geoff Boyd
Vice President, Resource Recovery



SUSTAINABLE SOLUTION FOR FARMING

Walker is committed to supporting local farmers with sustainable solutions that drive long-term success. Our approach focuses on three key areas: *Building*, *Growing*, and *Investing*.

BUILDING: Infrastructure for Sustainable Farming

Strong infrastructure is crucial for efficient farming, and we provide the aggregates and construction services needed to build and maintain it. From roads to irrigation systems, our materials are designed for durability and long-term sustainability, helping farmers improve productivity while minimizing environmental impact.

GROWING: Enhancing Soil and Crop Health

Healthy soil is the foundation of sustainable farming. Our compost, soil, mulch, and fertilizers are crafted to improve soil structure, boost crop yields, and increase resilience to environmental challenges. By using eco-friendly, nutrient-rich products, we help farmers reduce reliance on chemicals, improve soil health, and foster long-term sustainability.

INVESTING: Expertise for Future Growth

Sustainability is a journey, and our team of agricultural experts are here to help farmers navigate it. Through grow trials and customized consultations, we offer tailored solutions to optimize farm operations and enhance sustainability. Our ongoing research and commitment to innovation ensure that farmers have the best tools and strategies for a sustainable future.



“Sustainability in agriculture isn't a one-size-fits-all solution – it's a journey. We support farmers at every stage, from building resilient infrastructure to growing with sustainable practices and investing in long-term solutions. We partner with local farmers to deliver positive lasting impact for their land, business, and community.”

Steven Vermeulen

Executive Vice President, Environmental





RESOURCE RECOVERY

992,604 TONNES OF RESOURCES RECOVERED

We are committed to turning waste into valuable resources through our resource recovery and waste management strategies. By rethinking how materials are handled, we reduce landfill dependency, conserve resources, and contribute to a circular economy. Our efforts focus on recovering and repurposing materials across several key categories:

Organic Materials:

Organic waste, including green bin organics, leaf and yard waste and biosolids, is processed into nutrient-rich compost and fertilizers. These products support our agriculture industries, improve soil health, and reduce the need for fossil fuel fertilizers. Grease trap material is dewatered and sent to Anaerobic Digestors to generate electricity that is sent to the local grid.

Wood Waste:

Waste wood is either reused in its existing form or converted into alternative low-carbon fuel. These processes extend the life of these materials while providing alternative energy solutions.

Construction and Demolition Materials:

Asphalt, concrete, and shingles are recycled and repurposed to replace virgin aggregates, reducing the extraction of raw materials and lowering greenhouse gas emissions associated with new production.

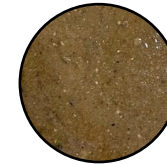
*Appendix A: [Historic Resource Recovery](#)

Resources Walker Recovers



Organics Processed
to Compost

263,298 T



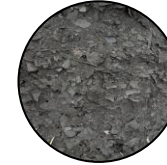
Volume Collected by
Grease Trap Services

104,380 T



Biosolids Processed
to Fertilizer

83,083 T



Ground Shingles Replacing
Virgin Aggregates

17,528 T



Waste Wood Processed
to Low Carbon Fuel

5,463 T



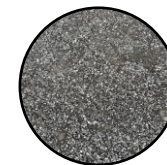
Wood Waste Processed
for Reuse

417,691 T



Concrete Recycled

22,705 T



Asphalt Recycled

78,425 T





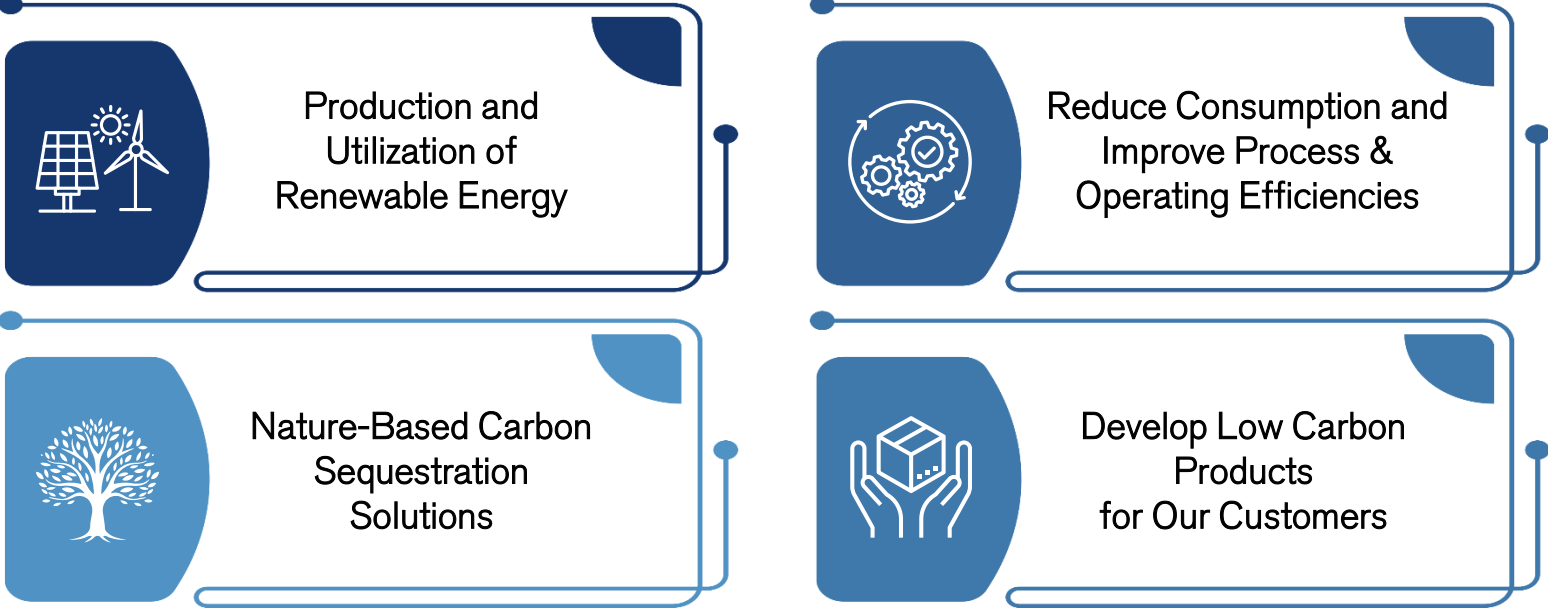
WORKING TOWARDS CARBON NEUTRALITY

At Walker, we understand that addressing climate change requires more than just internal efforts—it’s also about inspiring industry-wide progress by implementing impactful solutions that balance sustainability with operational needs. With operations spanning multiple sectors—including some that rely on carbon-intensive processes—we are committed to finding practical, effective ways to reduce our environmental impact without compromising performance.

In 2024, we prioritized education and engagement, equipping employees with the knowledge and tools to support our transition to lower-impact operations. We implemented over 20 projects with initiatives such as installing multiple smart thermostats to reduce energy use during off-hours and upgrading lighting systems to improve efficiency. Additionally, we expanded the electric vehicle (EV) charging infrastructure at the new packaging facility on the Arthur Campus, promoting the adoption of electric vehicles as we continued our fleet transition.

Alongside these efforts, with the introduction of Bill C-59, we took a proactive approach to regulatory compliance and corporate accountability. Our Carbon and Performance team conducted a thorough audit to ensure all data points met the updated requirements—reinforcing our commitment to transparency and our core value of accountability.

Our path to carbon neutrality focuses on four main areas:



Fleet and Fuel Innovations: Transitioning our fleet and equipment to lower-carbon alternatives is a critical part of our emissions reduction strategy. In 2024, we:

- Shifted from diesel generators to line power, replacing two 750 KW generators to cut emissions and improve efficiency.
- Conducted a successful renewable diesel trial with over 50,000L of Petro Canada’s Eco Diesel, which reduces emissions by 80% compared to traditional fossil diesel. Following positive results in off-road equipment, we plan to expand the trial to our on-road fleet.
- Continued investing in XE Shipping Loaders, adding a 980 XE Loader, which cuts fuel consumption by approximately 12,000 liters per year compared to its non-XE counterpart.

Building Automation for Smarter Energy Use: One of our biggest steps toward efficiency was implementing a Building Automation System (BAS) at our Head Office in Thorold, Ontario. This system enhances temperature control, optimizes HVAC energy management, and lays the foundation for future building automation projects. The BAS project introduced smart controllers, thermostats, and CO2 and occupancy sensors to regulate temperature, humidity, and air quality while reducing energy.

OUR EMISSIONS

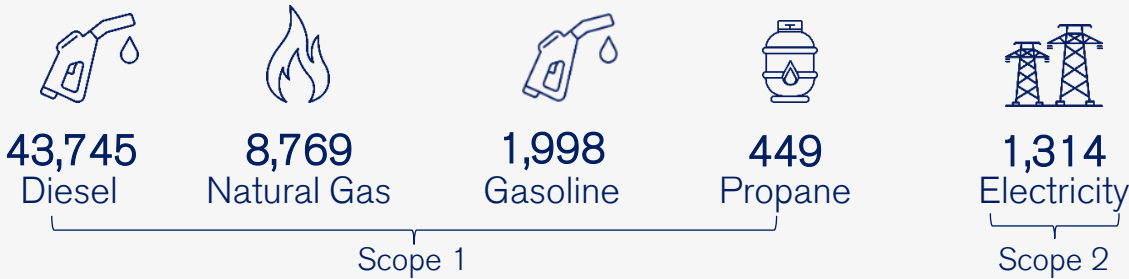
By leveraging accurate data, we can identify opportunities to boost efficiency, lower emissions, and make informed decisions across our operations. We follow the Greenhouse Gas (GHG) Protocol to calculate and keep track of our emissions. To strengthen our approach, we worked with an external consultant to review our methodology and emissions inventory, ensuring we account for all major sources and align with best practices.

Understanding our Emissions

Our greenhouse gas (GHG) emissions are categorized into two scopes: Scope 1 (Direct Emissions): These come from energy sources owned or controlled by Walker. Scope 2 (Indirect Emissions): These result from the generation of purchased electricity that we consume, but which physically occurs at the facility where it is produced.

In 2024, our total Scope 1 and Scope 2 GHG emissions amounted to **56,317 tCO₂e**, representing a 3% increase from our 2022 base year. In 2024 we added new sources of emissions from the operation of our new RNG facility and the acquisition of Cedarwell Excavating Inc.

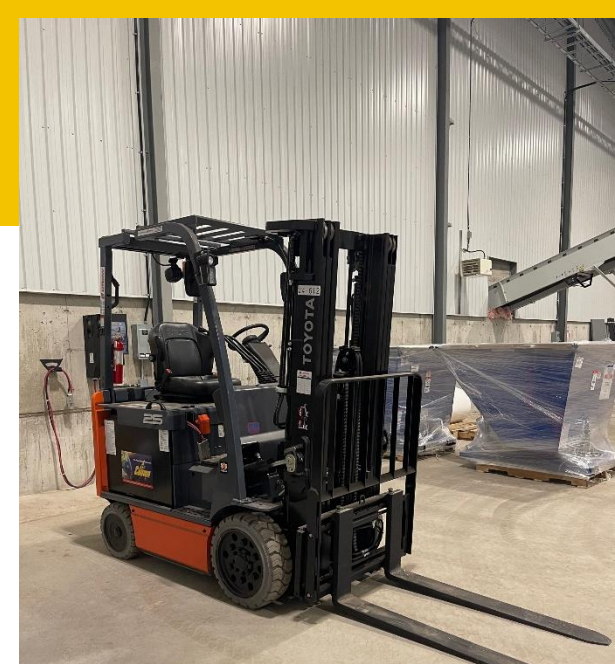
2024 Carbon Emissions by Source (tCO₂e)



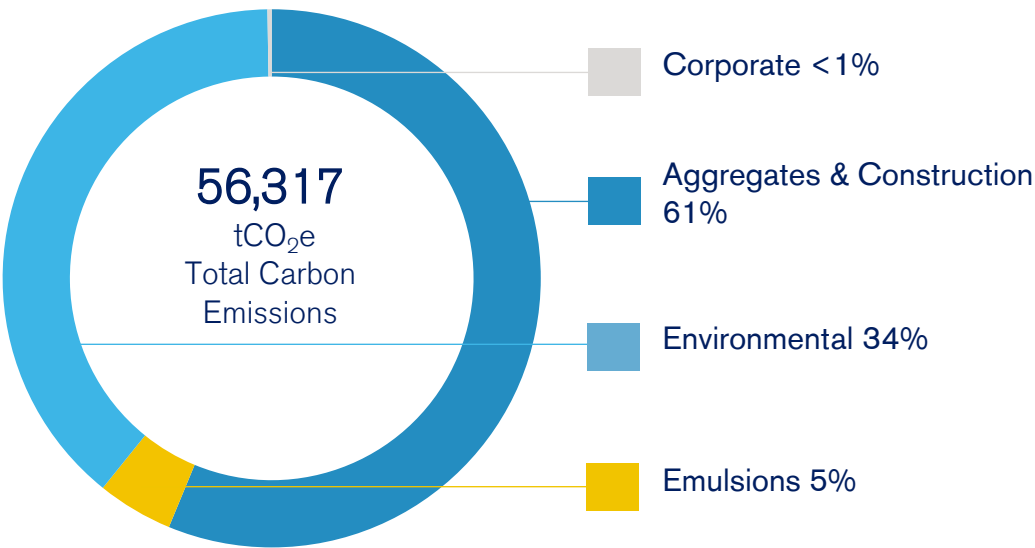
Fleet and Process Efficiency

Our largest source of Scope 1 emissions comes from fuel consumed by our mobile equipment. To address this, we are actively exploring best practices such as:

- Right-sizing our fleet to ensure vehicles and equipment are appropriately matched to operational needs.
- Fuel efficiency improvements, including better maintenance programs and operator training to reduce unnecessary idling.
- Evaluating alternative fuels and low-emission equipment to support long-term emissions reductions.
- Process improvements to enhance operational efficiency, reduce fuel use, and minimize unnecessary energy consumption.
- Converting our fleet to hybrid and electric options based on operational needs and market availability.



Fully Electric Forklift at Arthur Packaging Facility



*Appendix B: [Historic Carbon Footprint](#)



RESOURCES TO ENERGY

As part of our ongoing commitment to environmental stewardship, we are proud to invest in innovative solutions that drive long-term sustainability and maximize the value derived from the resources we manage. One such solution is the production of Renewable Natural Gas (RNG) from landfill gas, an initiative that allows us to embrace the principles of the circular economy while significantly reducing carbon emissions.

Landfill gas, primarily composed of methane, is a potent greenhouse gas that can be harnessed and converted into a renewable energy source. By capturing and utilizing this gas to produce RNG, we not only reduce harmful emissions but also contribute to a cleaner, more sustainable energy grid.

We continually invest in advancing our landfill gas utilization infrastructure to maximize its potential. These investments help us improve the efficiency of gas collection systems and increase the volume of RNG we can produce. By doing so, we are reducing reliance on fossil fuels, minimizing our environmental footprint, and supporting the transition to a low-carbon economy.

Our focus on renewable energy solutions reflects our dedication to long-term sustainability. We understand the responsibility we hold in managing the resources entrusted to us and are committed to creating lasting value through responsible, innovative practices that benefit our communities and the planet.

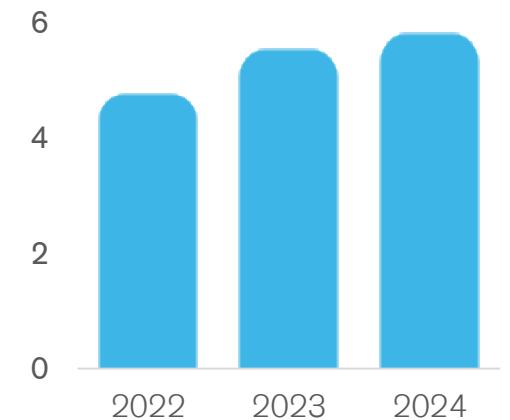


In 2024, our partnership landfills produced **80,749,548 kWh of renewable electricity**, which is enough to power approximately **8,900 homes** for a year.

Electricity Generated by Sources (MWh)



Electricity Generated to Offset Onsite Load (MWh)



In 2024 Walker produced **377,984 GJ of Renewable Natural Gas**

“Enbridge Gas applauds Walker Industries’ commitment to advancing RNG. They’re leading by example, a vocal advocate, and dedicated partner for RNG projects, which has helped promote carbon-neutral, reliable energy options for Ontarians, while putting organic waste to work! We’ve been thrilled to work together to provide affordable energy options, leverage our existing infrastructure system, and stimulate economic growth.”

Heidi Bredenholler-Prasad,
Vice President of Commercial, Strategy,
& Business Development, Enbridge Gas.





STEWARDING OUR ENVIRONMENT

Land management is about enhancing biodiversity, improving soil health, and creating long-term environmental benefits, which leads us to focus on projects which create positive impacts on the environment and surrounding communities.

Habitat Enhancement

This year, we took steps to enhance our landscapes through multiple tree planting initiatives. At our McGregor Quarry, we planted over 300 trees helping to improve the visual landscape for the surrounding community while enhancing biodiversity. These trees will also help reduce noise and dust, stabilize the berm to prevent erosion, and create a natural buffer between operations and neighboring areas. Meanwhile, at our Garner Road buffer lands, we planted 40 native trees to improve the site's visual impact, create habitat, and contribute to a thriving tree canopy. These plantings support local ecosystems while aligning with our broader sustainability goals.

Bee Partners: How Walker Lands Help Pollinators Thrive

Walker properties host thousands of beehives, supporting vital pollination efforts across Niagara. B&E Apiaries, Eastern Canada's largest beekeeping operation, **manages up to 2,500 hives on Walker land, benefiting from native plant diversity.** **"Without good locations like Walker's, we wouldn't have a viable business," said a B&E representative.** Lilley Bee Apiaries stages 2,000 colonies each spring on Walker's Vineland site, helping sustain Niagara's \$90 million tender fruit industry. Owner Tim Lilley has said that **"Walker's land management provides a great habitat for our bees and boosts fruit production,"**. Lastly, Welland Apiaries placed 100 hives on two Walker sites in 2024, contributing to crop pollination across Niagara and beyond. By maintaining these partnerships, we continue to strengthen local biodiversity, supporting agriculture, and contributing to a thriving ecosystem.



“We understand our responsibilities for the lands we manage and operate. Our employees uphold our technical compliance and environmental standards daily across all our locations as we strive for new solutions to enhance our efforts to create a positive impact.”

Sarah Hanson

Vice President, Environmental Performance



LAND MANAGEMENT



Enhancing Soil Health with GORE® Compost

Sustainable farming begins with healthy soil, and compost is key to restoring and enhancing vitality. By incorporating compost, we actively support microbial life, which plays a critical role in nutrient cycling. The beneficial microorganisms in compost break down organic matter, making nutrients available to plants, promoting long-term soil health, and improving crop resilience.

Our composting practices also contribute to climate action by capturing and storing carbon in soil. As organic matter decomposes, it locks carbon away, helping mitigate climate change. By turning organic waste into compost rather than sending it to landfills, we reduce greenhouse gas emissions and boost the soil's carbon storage capacity.

Through ongoing trials at our Niagara Brown Farm, we are taking a data-driven approach to improve soil health, measuring the positive impacts of compost on microbial life, nutrient cycling, and carbon sequestration. Our efforts are aimed at building resilience and creating a sustainable agriculture future, one that supports both the environment and the communities we serve.

Rehabilitation Leads to Sustainable Vineyard

At Walker's Vineland Quarry, our commitment to land rehabilitation led to the creation of Edgerock Vineyard, which has earned the **Ontario Viticulture Sustainability Certification** from the Grape Growers of Ontario.

In 2024, we sold 222 tonnes of grapes to 9 different vineyards.

Land Management by the Numbers



62 ha
Managed
Forests



40 acres
Pollinator
Habitat



1048 ha
Farmed
Lands



311 ha
Conservation
Lands



ECONOMIC

Quality • Growth • Cash Flow



THE IMPORTANCE OF LOCAL AGGREGATES

Local pits and quarries are essential in building communities while keeping costs and environmental impacts manageable.

Pits and quarries provide essential materials for our day-to-day lives - from the stone in your driveway, walkway and foundation of your home, to the local roads, sidewalks, bridges, sewers, and more. Sand, stone and gravel from **pits and quarries help build hospitals and schools while also supporting recreational activities like pools, parks and trails.**

Hosting local pits and quarries is vital in keeping product costs low, primarily due to reduced shipping expenses. Sourcing the sand, stone and gravel close to where it will be used helps **reduce costs to taxpayers and businesses** who pay for local infrastructure projects.

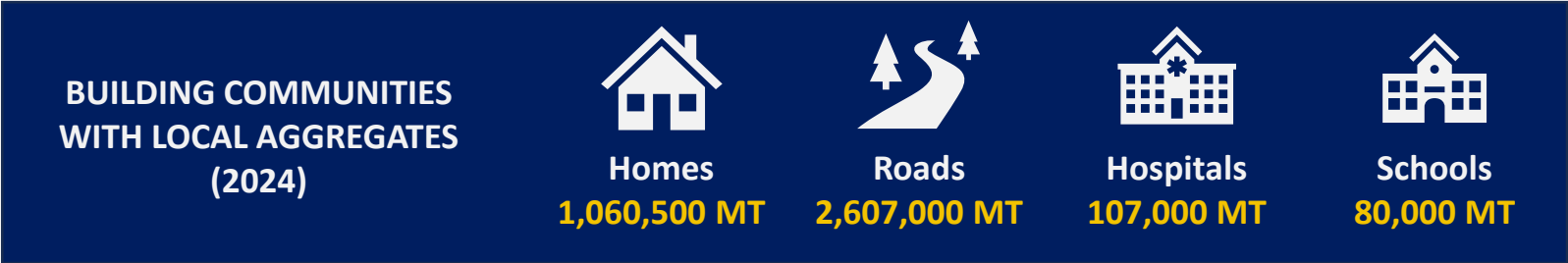
This local sourcing not only benefits customers and residents but also **significantly lowers environmental impacts.** By minimizing transportation distances, we reduce the wear and tear on our highways from transporting heavy aggregates while reducing fuel consumption and emissions, contributing to cleaner air and a healthier planet.

The benefits of hosting pits and quarries continues far beyond its operating years. Walker’s commitment to the environment is evident in the progressive rehabilitation efforts of their sites. Progressive rehabilitation happens when we take a staged approach to rehabilitation. As we complete extraction in a section of a site, we start rehabilitating that area while operations continue in other areas. **Progressive rehabilitation can include seeding with native flowers and shrubs to enhance the ecosystem, agriculture and local farming,** while other sites are rehabilitated and used by the community as hiking trails and lakes.

For almost 140 years, Walker has been a cornerstone in the local aggregates industry, proudly operating with a commitment to environmental management and community relationships. Over the years, we've learned that being a responsible operator goes beyond extraction—it's about supporting the environment and communities we touch during the time we operate, and for generations to come.



To see this story come to life, watch our animation [here](#)





Ryan Wall
EVP Aggregates & Construction Division

“Operating Walker's quarries, pits, asphalt, and ready-mix concrete plants near Ontario's growing communities allows us to offer personalized customer service while delivering the highest quality products. Locating our sites and the building materials we produce close to market enables us to provide competitive prices and minimize environmental impact by reducing transportation distances.”

COMMUNITY RECOGNITION

In 2024, several of our Walker Aggregates quarries were honored with the Community Relations Award and Progressive Rehabilitation Award from the Ontario Stone, Sand & Gravel Association (OSSGA). Strong community relationships are essential to our success. These awards reflect our ongoing efforts to operate responsibly while maintaining the trust of our communities and enhancing the landscapes we steward.

Community Relations Award

Severn Quarry – Severn, ON

McGregor Quarry – Amherstburg, ON

Sutherland Quarry – Georgian Bluffs, ON

Duntroon Quarry – Duntroon (Clearview), ON

Vineland Quarries – Vineland, ON

Progressive Rehabilitation Award

Gowanlock Pit- Grey County, ON



McGregor Quarry

- McGregor Quarry fosters strong community relationships by actively managing noise, dust, and traffic.
 - Noise is controlled with seismograph monitoring, equipment covers, and tree berms.
 - Dust is minimized through watering, brine application, and equipment covers.
 - Traffic safety is ensured with clear signage and monitoring.
- The quarry supports local initiatives, donations, event sponsorships, and a summer PLC event. Communication is ongoing through newsletters, a website, and direct management access.

Vineland Quarry

- Vineland Quarries prioritizes responsible operations and community engagement. Blasts are monitored with Explotech, and dust is controlled through watering and equipment covers. Neighbours receive blast notifications, and concerns are tracked for improvement.
- The quarry supports local initiatives like Scouts building restoration, Earth Day clean-ups, and Habitat for Humanity. Communication is maintained through newsletters, a website, and an open-door policy.

Gowanlock Pit

- The 15-year rehabilitation of Gowanlock Pit successfully restored the site to agricultural use.
 - In 2024, final rehabilitation efforts covered 5.8 hectares after removing the last stockpile of “A” gravel.
 - Work from August to mid-September focused on leveling the pit floor and stabilizing slopes.
 - In 2025, the rehabilitated land will be rented to a neighbouring farmer.
 - The Ministry of Natural Resources (MNR) inspected the site in October 2024 and confirmed that all rehabilitation requirements had been met.



WALKER AT WORK



- Walker Emulsions play a vital role in industries that shape our communities.
- **Building Stronger Homes** – Our emulsions are used in essential building materials, from insulation products to wood components.
 - **Enhancing Infrastructure** – Our emulsions support paving roads and driveways, siding homes, and installing durable roofing solutions.
 - **Innovative Solutions** – Custom emulsions help customers gain a competitive edge in construction, manufacturing, and industrial applications.



- Continuously innovating to recover resources and generate sustainable solutions.
- **Turning Waste into Opportunity** – We produce high-quality fertilizer, compost, soil, and mulch, supporting farmers, home gardeners, and green spaces while improving soil health and helping grow our food.
 - **Circular Solutions** – By repurposing organic materials and wood waste, we reduce landfill use and create circular solutions that benefit communities and the environment.
 - **Recovering Energy from Waste** – We turn waste into renewable energy. Our landfill operations help to power local communities while reducing our carbon footprint.



- Our locally sourced aggregates are essential to the growth of places we live and work.
- **Building Stronger Communities** – From roads and homes to schools, places of worship, and hospitals, our aggregates provide the foundation for essential infrastructure.
 - **Local Resources** – Sourcing aggregates close to home helps reduce transportation emissions, lower costs, and ensure a steady supply for critical services.
 - **Investing in the Future** – As infrastructure demands grow, so does the need for high-quality materials. By investing in local aggregates, we're helping build stronger communities.

Materials Produced / Managed (MT)

Walker Emulsion
Emulsions Produced

2022	37,720
2023	39,449
2024	47,531

Walker Environmental
Organic Resource Recovery

2022	920,145
2023	939,825
2024	891,443

Walker Environmental
Waste Managed

2022	1,324,711
2023	1,404,781
2024	1,358,003

Walker Aggregates
Aggregates, Asphalt, and Ready Mix

2022	9,737,463
2023	9,394,013
2024	9,345,147



INNOVATION

For over 45 years, our Emulsion Division has been a pioneer in wax, oil, bio-based, and asphalt emulsions. Our team of scientists is **dedicated to delivering innovative solutions** that enhance product performance while minimizing environmental impact. Whether customizing existing formulations or developing entirely new ones, we are committed to creating greener alternatives. This strategy drives us to continually improve our products, working collaboratively with customers to develop solutions that balance sustainability and performance. Two key innovations—UniSurf Dispersants (patent pending) and Coreshield™ 900 (patented)—highlight this commitment.

Traditional wax dispersion products contain up to 50% water, increasing transportation weight and emissions. UniSurf Dispersants allow wax to be emulsified with water on-site, eliminating the need to ship pre-manufactured products. Designed for SmartWax™ applications, UniSurf Dispersants seamlessly integrate with the SmartWax™ unit and require a fraction of the dosage compared to conventional dispersants. By shipping a product without water, we **reduce carbon emissions from transportation while maintaining high performance**.

For the gypsum market, we improved an existing product by utilizing Kraft lignin, a renewable biopolymer and byproduct of papermaking. This shift **reduces reliance on petroleum-based materials** while repurposing a sustainable resource. This breakthrough results from collaborative efforts across our R&D team and beyond, driving innovation that inspires more efficient material choices across our portfolio.

UniSurf Dispersants and Coreshield™ 900 reflect our commitment to optimizing efficiency and reducing resource use. By rethinking our products, we continue to develop solutions that benefit both our customers and the environment.



“Innovation powers both immediate impact and long-term progress in our emulsions business. It’s like tending a garden—nurturing quick-growing opportunities while planting the seeds for future breakthroughs that will sustain our industry for years to come.”

Hero Landry
Executive Vice President, Emulsions



29 % ►

**SUSTAINABLE
PRODUCTS & SERVICES**

Products or services that support economic, environmental and social prosperity



ABOUT WALKER



Serving the community for over 137 years.

Walker is a fifth-generation family-owned company headquartered in Niagara, Ontario. With 1,200 employees working across North America, Walker is the product of strong family heritage, driven by the rich and diverse history of the businesses it has developed, grown and acquired over the past century.

Passed down through five generations of the Walker family, the company has remained committed to doing the right thing for employees, customers, the environment, and the communities we are proud to call home. **It is the Walker Way.**

We are a diversified, solutions-based company supporting and strengthening communities in what we do and how we do it. We take problems and turn them into solutions to meet today's needs without compromising the well-being of future generations. Supporting the infrastructure of communities means always considering the future.

*One man's journey to
Canada begins a
family legacy
of innovation.*



Scan to learn more
about Walker's History





VISION

Our vision is to build a sustainable future working in partnership with our communities

MISSION

We support communities through what we do, how we do it, and by caring about our people, our neighbours, and environment, It is our legacy, and our future.

VALUES

Walker’s values are summarized in the acronym **REACH** to embody our overarching goal to make a positive impact today and every day.

R ESILIENCE

We **adapt** to challenges and opportunities. This is reflected in our legacy of **innovation**, confidence to carve our own path, and long-term perspective, understanding that opportunities unfold over time.

E NVIRONMENT

We remain committed to protecting the environment through **sustainable business practices**. How we do business is just as important as what we do. We understand that our actions today impact tomorrow’s generations.

A CCOUNTABILITY

We expect it from our high-performance employees and suppliers, and it’s why we are accountable to our customers and community partners. By **taking responsibility** for our actions, we **prioritize** doing what’s right, ensuring business success, environmental stewardship, and the well-being of our people and communities.

C OMMUNITY

The Walker community includes employees, customers, suppliers, government officials, Indigenous groups, and neighbours across all our locations. We prioritize treating everyone with **integrity** and **respect**, valuing their **health** and **safety**, and recognizing their contributions to our business.

H UMILITY

We do what’s right, **letting our actions speak** for themselves. This commitment shapes our story and guides our future, as we actively support our communities.



OUR DIVISIONS



Walker Aggregates & Construction

Committed to meeting the infrastructure demands of communities throughout Ontario. While Walker Aggregates offers top quality stone, sand, gravel, and asphalt products, Walker Construction specializes in underground servicing, site development, road reconstruction, and pavement preservation services. Together, we strive to ensure the reliability and longevity of essential infrastructure across Ontario.



Walker Environmental

A leading resource recovery and waste management firm, offering environmental solutions to municipalities and private enterprises across Canada. Our comprehensive services span coast-to-coast and include managing critical infrastructure such as landfills, waste transfer and haulage facilities, biosolids processing plants, composting facilities, organic processing facilities, and landfill gas renewable energy projects. Through our innovative approach, we create product brands from recovered resources, such as N-Rich®, All Treat Farms®, Gro-Bark® and GrowBetter Gardens™.



Walker Emulsions

A forward-thinking manufacturer specializing in sustainable emulsions and related chemistries for diverse industries and municipalities across North America. Our product lineup includes wax, asphalt, and bio-based emulsions, along with tailored formulations and technologies to meet specific needs in the mass timber, building materials and industrial manufacturing industries.

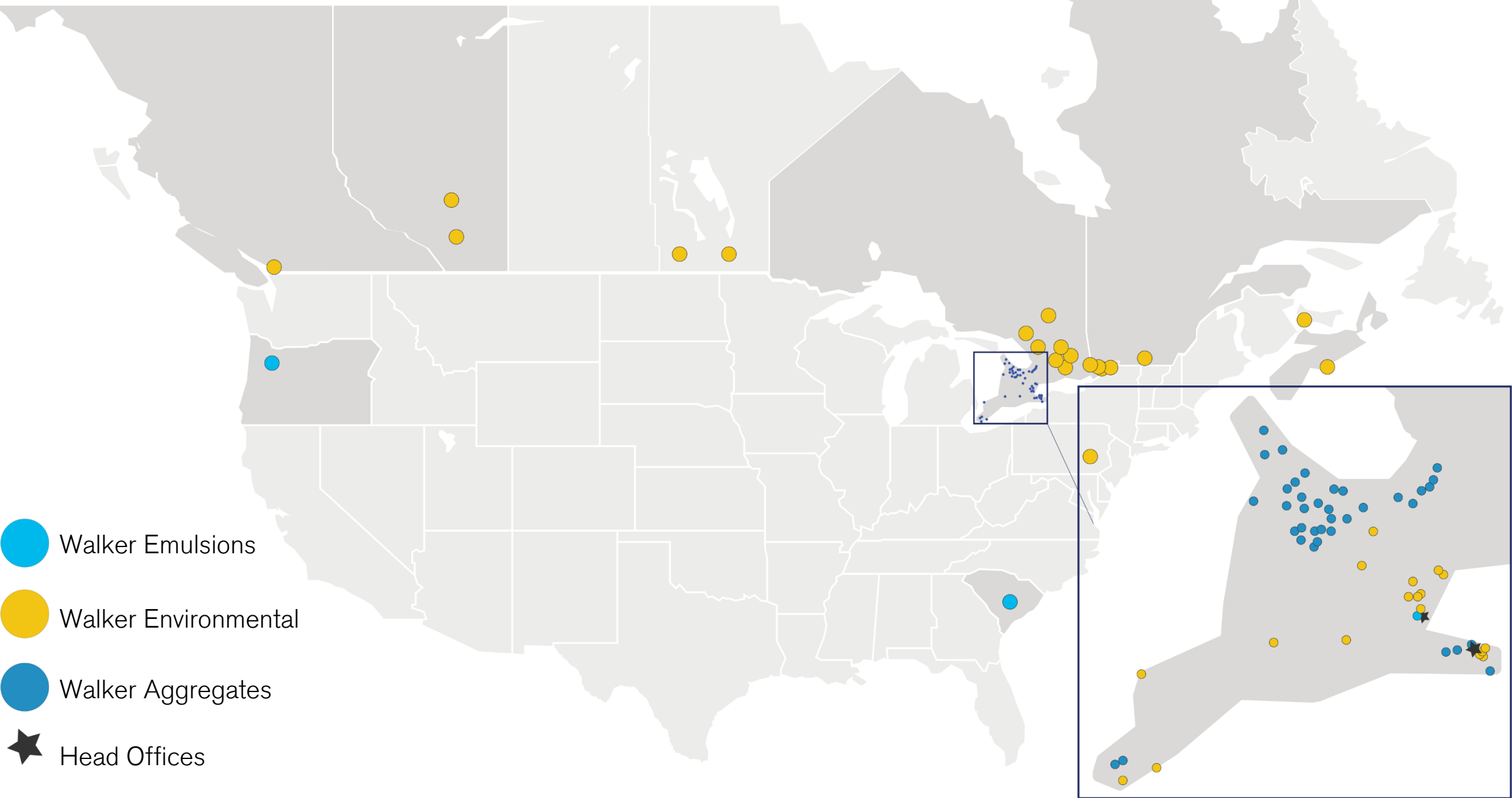


Corporate Services

Dedicated to establishing and upholding standards, procedures, and support mechanisms aimed at ensuring the safety and engagement of our employees. Walker Corporate Services is committed to mitigating risks and maintaining high levels of compliance with regulatory standards and plays a vital role in fostering a secure and productive environment for our workforce, enabling us to operate efficiently and effectively.



OUR LOCATIONS ACROSS NORTH AMERICA





OUR LOCATIONS ACROSS NORTH AMERICA

AGGREGATES

Albemarle Quarry – Warton, ON
Amherstburg Quarry – Amherstburg, ON
Amsen Quarry – Albemarle, ON
Anten Mills Pit – Minesing ON
Bennett Pit – West Grey, ON
Clarksburg Pit – The Blue Mountains, ON
Crawford Pit – Bentinck, ON
Downs Pit – Owen Sound, ON
Duntroon Quarry – Duntroon, ON
Durham Pit – Priceville, ON
Edgar Pit – Oro Medonte Township, ON
Gingerich Pit – Dobbinton, ON
Gowanlock Pit – Flesherton, ON
Gravenhurst Pit – Gravenhurst, ON
Hanover Pit – Hanover, ON
Holland Pit – Holland Centre, ON
Hooper Pit – Priceville, ON
Koch Pit – Priceville, ON
Lind Pit – Bentinck, ON
Lindsay Quarry – Mar, ON
Markdale Pit – Markdale, ON
McAllister Pit – Chesley, ON
McGregor Quarry – McGregor, ON
McKenzie Pit – Holstein, ON
Meaford (Bayview) Quarry – Meaford, ON
Orillia Pit 48 – Orillia, ON
Orillia Pit 5 – Oro-Medonte, ON
Orillia Pit 7 – Oro-Medonte, ON
Priceville Pit – Hanover, ON
Redford (Bentinck) Pit – Hanover, ON
Ridgemount Quarry – Stevensville, ON
Sarawak Quarry – Kemble, ON

AGGREGATES CONTINUED

Severn Quarry – Orillia, ON
Schmidt Pit – Hanover, ON
Shepherd Pit – Desboro, ON
Sutherland Quarry – Georgian Bluffs, ON
Spring Creek – Lincoln, ON
VanSligtenhorst Pit – Hepworth, ON
Vineland Quarries – Vineland, ON
Walker Brothers Quarries – Niagara Falls, ON

ASPHALT

Downs Asphalt – Owen Sound, ON
Vineland Asphalt – Vineland, ON
Walker Brothers Asphalt – Niagara Falls, ON

READY MIX CONCRETE

Alvanley Ready Mix – Allenford, ON

CONSTRUCTION & PAVING

Walker Construction Limited – Hanover, ON
Walker Construction Limited – Kemble, ON
Walker Construction Limited – Niagara Falls, ON

GREASE TRAP SERVICES

Calgary, AB
New Westminster, BC
Nisku, AB
Ottawa, ON
St. Hyacinthe, QC
Toronto, ON (Garyray Drive)
Woodbridge, ON (Head Office)
Woodstock, ON

WASTE SERVICES

Niagara Drop-off – Thorold, ON
Norjohn Transfer Site – Burlington, ON
South Landfill – Niagara Falls, ON
Woodington Systems Inc. – Niagara Falls, ON

BIOSOLIDS MANAGEMENT

Goffs, NS
Leamington, ON
Thorold, ON
Sackville, NS (Head Office)
Sarnia, ON
Sudbury, ON
Summerside, PEI

ORGANICS PROCESSING & COMPOSTING

All Treat Farms – Arthur, ON
Gro-Bark® – Atrim, ON
Gro-Bark® – Bird's Creek, ON
Gro-Bark® – Caledon, ON
Gro-Bark® – Dundalk, ON
Gro-Bark® – Kazabazua, ON
Gro-Bark® – Kenabeek, ON
Gro-Bark® – L'Amable, ON
Gro-Bark® – Mattawa, ON
Gro-Bark® – Milton, ON
Gro-Bark® – Nairn, ON
Gro-Bark® – Angelica, PA, USA
Niagara Composting Site – Thorold, ON

RENEWABLE ENERGY

Brandon, MB
Essex, ON
Mississauga, ON
Moose Creek, ON
Niagara Falls, ON
Ottawa, ON
Winnipeg, MB

EMULSIONS

Walker Emulsions Ltd. – Burlington, ON
Walker Emulsions Inc. – Orangeburg, SC
Walker Emulsions Inc. – Portland, OR

CORPORATE OFFICES

Niagara Falls, ON
Oakville, ON



APPENDIX



APPENDIX A: Resource Recovery

Resource Recovery (MT)	2020	2021	2022	2023	2024
Organics Processed to Compost	216,600	271,664	258,073	266,401	263,298
Organics Processed for Anaerobic Digestion	97,031	98,392	100,456	101,223	104,380
Biosolids Processed to Fertilizer	87,356	86,410	84,129	83,552	83,083
Waste Wood Processed to Alternative Low Carbon Fuel	4,797	4,305	4,098	5,627	5,463
Wood Waste Processed for Reuse	8,920	440,457	453,159	465,885	417,691
Shingles Processed to Recycled Asphalt	16,791	18,224	20,229	17,137	17,528
Asphalt Recycled	91,711	107,861	78,954	89,502	78,425
Concrete Recycled	45,412	70,362	33,759	28,249	22,705
Emulsions Reworked into Process	1,220	-	-	58	31
Total	569,838	1,097,675	1,032,857	1,057,634	992,604

The total tonnage for 2023 Resource Recovery was updated due to a data quality issue identified when gathering data for 2024.

Go back to [Resource Recovery](#)



APPENDIX B: Carbon Footprint

Carbon Footprint by Source	2018	2019	2020	2021	2022	2023	2024
Natural Gas	7,809	7,973	7,943	8,497	8,448	9,164	8,769
Diesel Fuel	21,984	26,923	22,909	36,762	42,579	40,278	43,745
Gasoline	1,413	1,658	1,282	1,236	1,425	1,521	1,998
Propane	173	182	143	333	1,263	521	449
Electricity	2,021	1,556	1,820	1,584	905	973	1,314
Spent Oil	-	-	-	-	239	239	0
Refrigerants	-	-	-	-	186	62	42
Carbon Footprint by Scope							
Scope 1 Emissions	31,379	36,736	32,278	46,829	54,178	51,788	55,003
Scope 2 Emissions	2,020	1,555	1,820	1,584	905	973	1,314
Carbon Footprint by Division							
Walker Aggregates	17,063	18,655	17,343	23,430	31,023	29,670	33,960
Walker Emulsions	2,138	2,087	2,256	2,301	2,362	2,406	2,926
Walker Environmental	13,940	17,265	14,341	22,567	21,499	20,549	19,310
Corporate Services	259	284	158	112	198	134	121
Carbon Footprint							
Total	33,401	38,292	34,009	48,413	55,084	52,761	56,317

To calculate our Scope 1 and 2 emissions, Walker has followed the principles outlined in the [Greenhouse Gas Protocol](#). Scope 1 GHG emissions include CO₂, CH₄, N₂O, and we are working on tracking HFCs and PFCs. Scope 2 emissions include CO₂, CH₄, and N₂O. No biogenic emissions are present in either Scope 1 or scope 2.

In 2023 we recalculated our 2022 baseline to follow the financial control methodology for setting the boundaries of our carbon footprint. The increase in emissions from our Aggregates Division from 2023 to 2024 can be attributed to our Acquisition of Cedarwell Excavating Inc.



APPENDIX C: Water Footprint

Green Water Consumption by Division (m³)	2018	2019	2020	2021	2022	2023	2024
Walker Aggregates	50,327	43,982	39,955	45,070	37,683	37,683	20,984
Walker Emulsions	0	0	0	0	0	0	0
Walker Environmental	58,607	89,288	76,044	61,000	314,113	333,017	382,327
Corporate Services	0	0	0	0	0	0	0
Total	108,934	133,270	115,999	106,070	351,796	370,700	403,311

Blue Water Consumption by Division (m³)	2018	2019	2020	2021	2022	2023	2024
Walker Aggregates	153,373	149,593	122,950	130,180	122,182	122,743	179,344
Walker Emulsions	40,407	41,577	38,500	38,055	75,082	75,081	71,230
Walker Environmental	80,191	73,502	111,415	106,495	106,113	102,300	107,855
Corporate Services	276	276	276	297	298	298	487
Total	274,247	264,949	273,142	275,027	303,675	300,423	358,916

Blue Water: The amount of water abstracted from groundwater or surface water that does not return to the catchment from which it was withdrawn.

Green Water: Volume of rainwater consumed during the production process.

We are actively working to improve the completeness of our data for our water footprint. While not all sources are fully accounted for at this time of issuance of this report (April 22, 2025), we are identifying and addressing data gaps to enhance the accuracy and transparency of future reporting.

	2018	2019	2020	2021	2022	2023	2024
Property Taxes, Aggregate Levies, and Landfill Host Community Fees	\$6,552,320	\$5,646,226	\$6,052,633	\$5,672,461	\$5,298,378	\$5,762,352	\$6,959,475



APPENDIX D: Special Recognition OSSGA 2024

Community Relations Awards	
The Community Relations Award recognizes those who have demonstrated leadership in promoting good neighbour relations, community involvement, education, and industry awareness.	
Severn Quarry	Severn Quarry maintains strong community ties through transparent operations and engagement. Blasts are monitored, with reduced depth in 2024 to lessen impact. Berms and covers limit noise, weekend activity is reduced, and dust is managed with watering, a new truck, and upgraded collectors. Traffic is monitored by a retired officer, with speed signs and no-truck zones enforced. The quarry supports local causes like the United Way and Soldiers Memorial Hospital and sponsors community events. Communication includes annual BBQs, a biannual newsletter, a new website, and direct contact with management. Severn also hosts student tours and educational events.
McGregor Quarry	McGregor Quarry focuses on strong neighbour relations by managing noise, dust, and traffic. Noise is reduced through monitoring, equipment covers, and berms, while dust control includes watering, brine, and covered equipment. Clear signage and monitoring ensure traffic safety, and neighbors are notified before blasts. The quarry supports the community through donations, sponsorships, and events such as the annual summer Public Liaison Committee gathering. Communication includes newsletters, website, and direct engagement with site management. Employees stay informed through meetings, town halls, and Employee REACH magazine. In 2024, the quarry also hosted a tour for the Drainage Superintendents of Ontario.
Sutherland Quarry	Walker Aggregates operates the Sutherland Quarry with a focus on community, environmental responsibility, and controlling noise and dust. Blasts are monitored for compliance, with neighbours notified in advance. Dust is managed through watered roads, and truck traffic follows a Traffic Study, using paved County roads. Walker actively supports the community—donating aggregates and time to Habitat for Humanity, contributing to local conservation projects, and sponsoring events like the Salmon Spectacular and Hanover Splash Pad. Public events such as BBQs and “Touch the Truck” foster engagement, while newsletters and stakeholder meetings keep communication open.
Duntroon Quarry	The Duntroon Quarry prioritizes strong community relationships while maintaining efficient operations. Noise and vibration from blasts are continuously monitored, and steps like using equipment covers, rubber-lined trucks, and delayed loading help minimize disruptions. Dust is managed through road watering and speed limits, with a retired officer monitoring traffic safety. The quarry supports local charities, hosts events such as Family & Friends Day, and donates to community groups such as the Hospice Georgian Triangle Foundation and the Kinette Club of Wasaga Beach. Communication is maintained through newsletters, a website, and open dialogue. Walker also engages staff through regular meetings and training and hosts educational events to inspire future industry talent.
Vineland Quarry	Vineland Quarries builds strong community relationships through responsible operations and engagement. Blasts are monitored with Explotech, dust is managed with watering and equipment covers, and a retired officer oversees traffic safety. Neighbours are notified before blasts, and complaints are tracked. The quarry supports local initiatives like restoring a Scouts building, Earth Day cleanups, and Habitat for Humanity builds. It also hosted Niagara Police for training using silencers. Communication includes newsletters, a website, and an open-door policy. Educational efforts include open houses, tours, agrologist visits, and fossil hunts.
Progressive Rehabilitation Award:	
The Progressive Rehabilitation Award honours ongoing land restoration in quarries, showcasing a commitment to environmental stewardship through planning, habitat restoration, and sustainable land use.	
Gowanlock Pit	Over 15 years, the Gowanlock Pit was rehabilitated for agricultural use. In 2024, final work on 5.8 hectares included leveling the floor and minor slope rehab after removing the last “A” gravel stockpile. Equipment used included a Cat D8 dozer, Hitachi 330 excavator, and rock trucks. About 15,000 tonnes of topsoil were applied at 400 mm depth, followed by fertilizer. The site will be rented to a nearby farmer in 2025. The MNR confirmed successful rehabilitation in October 2024.

Source: OSSGA, 2024, Celebrating Achievements in Aggregate – 2024 Industry Advancement Awards.

Go back to [Special Recognition](#)



Building a sustainable future, **together.**



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