

SIMCOE UPDATE



Reflecting on the Year

As we close out 2025, I want to take a moment to reflect on another great year and thank each of our employees for the dedication and pride they bring to work every day. Together, we wrapped up another season safely, efficiently, and with a strong focus on quality.

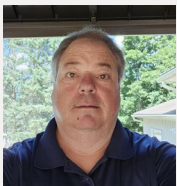
Beyond the work itself, I'm proud of how we continue to show up in the communities we serve. Whether it was hosting our summer BBQ's, supporting community events, or donating to local charities, our team remains dedicated to serving the communities we operate in – this is how we build a sustainable future, *together*.

We wish everyone a safe, restful winter season and an even stronger 2026 ahead. Happy Holidays!

-Ryan Dosch, General Manager – Aggregates, Simcoe & Grey-Bruce

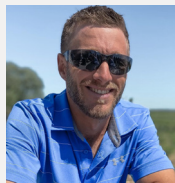
Celebrating our Employees

Robert (Bob) McKean recently accepted the role of Operations Manager for the Simcoe region. Since joining Walker in 2016 as a Plant Operator, Bob has steadily advanced through the organization, taking on the roles of Production Supervisor and most recently Quarry Superintendent at Duntroon Quarry. Over the past several months, his leadership and dedication have been instrumental in guiding the Simcoe region through a period of transition. Thank you for your leadership and congratulations!



Rick Laws started a new role as Project Manager, focusing on special projects for the Simcoe & Grey Bruce regions. Rick has been a valued member of the Walker team for an incredible 40 years, bringing with him a wealth of knowledge in the aggregates industry and a strong foundation in lean thinking. In this new role, Rick will be instrumental in driving efficiencies and supporting continuous improvement initiatives across the regions. Thanks Rick for your continued dedication and congratulations!

Please join us in congratulating Tim on his well-deserved promotion as Production Supervisor for our Orillia Pits. Since joining Walker in 2019, Tim has taken on a variety of roles including Plant Operator, Machine Operator, and Lead Hand. Tim's leadership skills, strong work ethic and unwavering commitment to safety, for both himself and those around him, make him an ideal fit for the role.



The Team Behind the Berm

Aggregate and Construction employees are diverse, innovative, and passionate about responsible resource management. Operators, mechanics, supervisors, administrative and support staff contribute to the safe and efficient operations of our aggregates and construction sites that help build the communities we live in.

Have you ever wondered who it takes to run the sites in your community? It could be your friends, family, and neighbours who also call your community their home.

Skilled Trades



Heavy Equipment Operator

Safely operate machinery for aggregates and construction



Heavy Duty Mechanic

Repair and maintain trucks and heavy machinery



Plant Operator

Operate machinery to ensure the plant runs safely and efficiently



Foreman

Supervise crew and help keep projects running smoothly



Driller

Operate drill rigs and adhere to safety and environmental procedures



Labourer

Prepare sites, handle materials, and support with other tasks

Supporting Careers



Compliance

Ensure safety, quality, and environmental regulations are met



Health & Safety

Protect workers by identifying and mitigating workplace hazards



Human Resources

Key responsibilities include recruitment, training, and compensation



Administrative

Support operations including scheduling and document preparation

& many more, like accounting, quality, sales, communications, etc.

Why These Roles Matter

- **They are essential for building communities**
From roads and bridges to parks and schools, aggregate and construction professionals help build the places where people live, work, play and gather.
- **They strengthen local economies**
These roles provide stable jobs and support a network of local suppliers, fostering communities to grow and prosper together.
- **They build with the future in mind**
These industries play a critical role in shaping our future. This includes using resources responsibly, reducing energy consumption, creating lasting infrastructure, and rehabilitating land for generations to come.

"I love working at Walker and I love the people. Everyone focuses on doing a good job and on being involved in the community."

- Laurie Wilson, Accounting Clerk



Ready to go digital?

SCAN ME

If you want to stay in the loop but prefer to go paperless, visit our website or scan the QR code to sign up for our digital newsletter.



Walker is always looking for skilled employees to be a part of our growing team!

Apply online:

walkeraggregates.com/careers

Or contact:

students@walkerind.com

for co-op placement and apprenticeships





Sawyer Ball Tournament

Walker team members participated in the Sawyer ball tournament this summer. "The biggest highlight was having our Severn crew come together to support Jason's family," says team member Matt Lazary. We are already looking forward to playing next year!

Thanks for Joining us at our Annual BBQs!

Each summer Walker hosts community BBQ's for near neighbours to show our appreciation for their support of the quarry and its operations.

Thank you to everyone who came out to our Duntroon and Severn Quarry BBQ to learn about the work we do. We enjoyed connecting with each of you and hope you enjoyed the food, touch-a-truck display, and behind-the-scenes tour.



Walker team members BBQing



Bob accepting the certificate from Mike Burkett

We were pleased to accept a certificate of acknowledgement for our community involvement from Mike Burkett, Mayor of Severn, at our summer BBQ.

A lot of planning, preparation and set up go into these events and we thank everyone involved in organizing these amazing events for the community.

Wellness at Walker



Walker aims to promote health and wellbeing in the workplace by offering programs like the wellness subsidy - employees receive \$200 a year to put towards an item of choice that supports their personal health and wellbeing.

William Blakely, Quality Control Technician, used the wellness subsidy towards new fishing gear. Thomas Allen, Plant Operator Lead Hand, used the funds towards a Kinsmen Club membership. Amy Harrison, Inside Sales Representative, purchased new running shoes.

Programs like these play an important role in supporting our employee's overall health and fostering a supportive culture.

Lighting up the Way to Work Safe

We recently completed lighting upgrades at several sites which not only improve visibility and enhance the safety of our employees, but also significantly reduce the amount of electricity consumed.



Connor and John took a chainsaw operating course to safely cut up the full-size trees that blocked the path

March Ice Storm Clean-Up Continues

The ice storm damage from earlier this year continues to be dealt with in many locations with trees and branches still being cleaned up.

Team members Justin Lawler, John Mariciak and Connor Appleton-Dosch worked together to clear the paths for our Environmental Performance team to safely access different monitoring points at the Duntroon Quarry.

Walker remains committed to protecting the environment and our Environmental Performance team goes to great lengths, often in challenging conditions, such as rain, snow, bushwacking, swamps, etc. to ensure the surrounding environment is safeguarded for generations to come.



Left to Right: Brian Saunderson, MPP Simcoe-Grey, Doug Measures, Clearview Township Mayor, Ryan Wall, EVP Aggregates & Construction at Walker, Bob McKean, Walker Operations Manager in Simcoe, and Paul Van Staveren, Clearview Deputy Mayor enjoying the Walker Duntroon BBQ.



Lighting updates at the Severn Quarry shop

Walker proudly donates to local food banks in our operating areas. Food banks that received Walker support in 2025 include:

- Clearview Stayner Food Bank
- Elmvale and District Food Bank
- Salvation Army of Collingwood Food Bank
- The Sharing Place, Orillia

CONTACT US

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Building a sustainable future, **together.**

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