

HEDRICK INDUSTRIES

SUSTAINABILITY REPORT



Looking Forward

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I. Sustainability

With the 1987 publication of the World Commission on Environment and Development, now known as the Brundtland Commission, **the word “sustainability”** was coined to mean

“meeting the needs of the present without compromising the ability of future generations to meet their own needs”. In any busi-

ness sector, sustainable development combines two inseparable themes: the idea that environmental stewardship does not preclude economic development, and that success economically must be environmentally sensitive in the present day and for the future. The Environmental Protection Agency states **that the “concept of sustainability encompasses ideas, aspirations and values** that continue to inspire public and private organizations to become better stewards of the environment and that promote positive economic growth and **social objectives”**.**



** Environmental Protection Agency,
www.epa.gov/Sustainability/basicinfo.htm

The Meaning of Sustainability

The aggregate industry recognizes the importance of sustainable practices within the United States.

The word “sustainability” is no longer only a catchword, but also a principle for running a successful business. Member aggregate companies and businesses further define sustainability as a “strategic business approach that integrates the concepts of environmental stewardship, social responsibility and economic prosperity to ensure the long-term supply of aggregate materials to the communities in which we operate”. **



Jeffrey Goodman, President and CEO of Hedrick Industries, states, “It is our responsibility to be good stewards of the natural resources we all depend on, and leave this world a better place for future generations”. At the 2002 World Summit on Sustainability Development held in Johannesburg, South Africa, participating countries concluded that minerals were important to the economic and social development of many countries and that sustainable means are essential considerations for aggregate and mineral operations.

As a member of the National Stone, Sand and Gravel Association, Hedrick Industries and its affiliates began developing sustainable practices to preserve the quality of life for future generations. Hedrick Industries takes seriously the responsibility to preserve the resources used in production and to develop positive, lasting impacts on surrounding communities. Long-term viability depends heavily upon the sustainable practices of economic growth and development, workplace sensibility, environmental stewardship and social consideration within our communities. The following sustainability report includes those principles and aspects of sustainable business that Hedrick Industries deems important: the marketplace outlook, the company workplace, environmental stewardship, and community involvement.

** National Stone, Sand and Gravel Association handbook, “Guiding Principles for Sustainability.”

II. A Message from our C.E.O

Construction materials play a central role in society's development. Schools, hospitals, airports, railroads, highways, water treatment plants, water reservoirs, recreation and park facilities, commercial buildings and our homes all depend on quality construction materials. Hedrick Industries, an aggregate resource provider, manufactures materials that are natural, everlasting and contributing to the changing needs of our communities.

The Earth has been good to us. At Hedrick Industries, we recognize and utilize the ever-changing improvements and technologies that create a sustainable **balance of Earth's resources. We work hard to make intelligent choices that will allow both our company and our communities to prosper.**

Hedrick Industries contributes back to the communities we serve. We provide a healthy and safe workplace for our employees. In turn, these jobs provide income to sustain both our employees and our communities. The natural resources we use in operations at Hedrick Industries are non-renewable and when depleted, we restore and revitalize the land to sustain the environment within the community.

In conclusion, the Earth has provided us with the natural resources we need as a society to enjoy an improved quality of life. Hedrick Industries believes in the sustainability of these resources, the sustainability of the business, and the sustainability of the communities we serve. It is the right thing for you, for our business, and for the growth of our communities. Sustainability is not just our goal; it is our commitment to the balanced future of society. We will do the right thing for you and for future generations.

Jeffrey V. Goodman
President and C.E.O.





III. Core Values and Guiding Principles

Hedrick Industries, in conjunction with the aggregate industry at large, strives to maintain core ethical values and follow sustainable guiding principles in our business endeavors:

- 1) We will sustain economic integrity for the society in which we operate by supplying quality raw materials at a fair market price and by fostering societal growth through the use and development of our products.
- 2) We will maintain a safe and enjoyable workplace for all employees, customers, local neighbors and visitors by enforcing a code of business ethics and by continuing to exercise equal opportunities for all people who are incorporated with us.
- 3) We will strive to protect our environment always by using appropriate technology, and being considerate of the natural world surrounding our places of work.
- 4) We will continue to build and foster good community relations by maintaining an open-door policy in all our dealings with local governments, public works organizations and neighboring parties.

Hedrick Industries hopes to promote sustainable development in the above manner, desiring to produce quality and dependable aggregate material while remaining conscious of the market economy, the work environment, the ambiance of our natural world and the importance of our local communities.

IV. Aspects of Sustainability

A) Marketplace Outlook - **“Where We Do Business”**

B) Workplace Locale - **“Where We Work”**

C) Environment - **“Where We Exist”**

D) Community - **“Where We Share”**



A) Marketplace - “Where We Do Business”

A BRIEF HISTORY OF THE AGGREGATE INDUSTRY

Since the dawn of recorded history, stone, sand and aggregate materials have been the building blocks of society. From the pyramids in ancient Egypt and the classic structures built during the Greek and Roman periods (some of which are still standing), to the castles of Medieval Europe and the paved roads of the Americas, aggregate materials have fundamentally improved and enhanced the quality of life for humanity.

Aggregates are not only the foundation of our societies but also account for the growth and development of our world. During the Industrial Revolution, mobility became an important factor in the success of industry. Marketing a product included transporting it to potential buyers, made possible with the onset of constructing railroads and the development of the automobile. Construction materials such as sand, gravel and stone became increasingly necessary for use in roadbeds, ballast supports and paved roadways.

TODAY IN THE AGGREGATE INDUSTRY

Today, as in early history, we need aggregate products to build, develop and prosper as a society. Aggregates are used in nearly all residential, commercial and industrial building projects and in public works endeavors: the transportation system, railroad beds, river dams, airports, water and sewage systems, and in tunnels. All the things built with concrete and aggregate material are the basic and fundamental inputs to the building blocks of society and a strong economy.

Aggregate industries support a healthy economy and are a significant source of employment and national income, contributing to the GDP and the economies of many states. These industries and their outputs also support other industries that generate products, for instance: the agricultural, manufacturing and construction industries.

Marketplace - “Where We Do Business”

IMPORTANCE OF AGGREGATE INDUSTRY **:

- Aggregate production accounts for more than 1/2 of the non-fuel mining volume in the U.S.
- It is estimated that 38,000 tons of aggregates are necessary to construct one mile of a four-lane interstate highway.
- 15,000 tons of aggregates are required for the construction of an average-sized school or hospital.
- Construction of an average modern home requires 400 tons of aggregates.
- Ground and pulverized aggregates are used in the manufacture of various household items such as paper, paint, cosmetics, pharmaceuticals, toothpaste, chewing gum and cleansers.
- Crushed stone, sand, and gravel are used by water and sewer facilities for filtration in water purification and sewage treatment.
- Aggregates make up more than 94% of asphalt and 80% of concrete pavements. About 1% or less of the construction aggregates used annually in the U.S. is imported.
- The production of crushed stone, sand and gravel in the U.S. went from about 200 million tons in 1940 to nearly 3 billion tons today.
- During the past 60 years, the production of aggregates has more than quadrupled. In addition, per capita consumption has increased from 3.5 tons per year to 10 tons annually.
- For every new dollar of output in the aggregates industry, an additional \$1.58 is generated in the U.S. economy. For each one million dollars in output produced by the industry, 19.5 jobs are created. When indirect benefits are combined with the direct output, the aggregates industry contributes nearly \$38 billion to the GDP and supports 285,000 jobs in all sectors of the economy with personal earnings totaling about \$11 billion.
- Individual crushed stone quarries range in size from operations producing less than 50,000 tons annually to those with production of more than 10 million tons.
- Individual sand and gravel operations range in size from those reporting production of less than 25,000 tons annually, to those which produce more than 2.5 million tons.
- During 2007, a total of about 2.56 billion metric tons of crushed stone, sand, and gravel, valued at \$21 billion, were produced and sold in the United States.



** From National Stone, Sand and Gravel Association pamphlet, “50 Fascinating Facts about Stone, Sand and Gravel”

Marketplace - “Where We Do Business”

OUR PURPOSE AS AN AGGREGATE INDUSTRY



As an aggregate resource provider, Hedrick Industries mines, crushes, manufactures and sells aggregate material for infrastructure, runways, driveways, housing and corporate office space. Our product is as diverse as the communities that surround us and whose needs we try to meet. From providing landscape and golf course materials, to building highways and laying foundations, Hedrick both beautifies and fortifies our communities.

Marketplace - “Where We Do Business”

SUSTAINABLE RESPONSIBILITY OF HEDRICK INDUSTRIES TODAY

Hedrick Industries has surpassed expectations in growth. In fact, the growth of the industry has paralleled the modern growth of North Carolina; in proportion with population and industrial growth, the aggregate industry will continue to increase to meet the demands of a growing and changing society. It is our goal at Hedrick Industries to address this in a sustainable manner in order to continue steady growth without harming the society or the environment in which we operate.

One of our top priorities at Hedrick Industries is to maintain quality production by routinely reviewing production goals and monitoring their progress. We strive to communicate with company supervisors on a regular basis to discuss the efficient use of people, equipment, materials, and other special demands that may be of concern. We search for methods of improving production rates and eliminating plant delays, while sustaining safe practices and enforcement of company safety policies.

Each and every employee at Hedrick Industries forms a production team where members understand their responsibilities and are committed to developing a strong company through time efficiency. We encourage employees when they work effectively, and constructively correct poor performance to better our standards. We expect each production team to value their work and to know the needs for their respective tasks. In order to remain sustainable, our responsibility to quality production is in the forefront of our operations.

“Plan the work...and work the plan.”

Marketplace - “Where We Do Business”

SUSTAINABLE PRACTICES FOR THE FUTURE

To run a sustainable business in the construction materials industry, we realize the importance of making products that help build the economy, both locally and at a national level. Hedrick Industries helps to sustain the communities in which we operate by providing the raw materials necessary for them to build and develop. We seek to pursue new technologies in order to contribute to a growing economy, and we strive to continually change our methods when more efficient ones become available. Certainly different than when business opened in 1924, Hedrick Industries commits to sustainable practices in order to flourish as a dependable materials resource in the future.



B) Workplace - “Where We Work”

VALUING LOCAL EMPLOYEES

A family owned and operated business, Hedrick Industries prides itself in the family members, friends, and members of the local communities who comprise the employee base and who join in support of the company. With employees working in diverse positions across North Carolina, South Carolina, and Georgia, Hedrick values hiring from the local population to contribute to the local communities. The employees, many of whom have worked for Hedrick Industries for over 30 years, are proud to work for a consistent company devoted to providing quality products effectively, efficiently and safely.

FAIRNESS TO ALL EMPLOYEES

Hedrick Industries upholds an open-door policy in business, where the ideas of employees are important and vital to the growth of the company. Hedrick values teamwork and realizes that everyone at each division of the company is responsible for their contribution in quality production. From managing in a corporate position to driving a truck at one of the aggregate plants, each employee has access to the same rights and privileges outlined in our Employee Handbook.



Workplace - “Where We Work”

BUSINESS ETHICS AND CONDUCT

In terms of the Business Ethics and Conduct, successful business operation and reputation of Hedrick Industries are built upon the principles of fair dealing and ethical conduct with all employees. A company that operates with integrity and excellence also upholds the highest standards of conduct and personal integrity.

In this way, Hedrick Industries complies with all applicable laws and regulations. Furthermore, it expects its directors, officers, and employees to conduct business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct.

The continued success of Hedrick Industries is dependent upon the **customers' trust and Hedrick's dedication to preserving that trust.** Employees owe a duty to Hedrick Industries, its customers, and shareholders to act in a way that will merit the continued trust and confidence of the public.

The use of good judgment, based on high ethical principles, guides employees with respect to lines of acceptable conduct. Compliance with this policy of business ethics and conduct is the responsibility of every Hedrick Industries employee.

Workplace - “Where We Work”

BENEFITS AND EMPLOYEE ASSISTANCE

Hedrick Industries offers a wide range of benefits to eligible employees depending upon a variety of factors, including employee classification and number of years worked. A number of the programs however (such as **Social Security, workers' compensation, state disability and unemployment insurance**) cover all employees in the manner prescribed by law. The Hedrick Incentive Plan, one of our individual benefits programs, is provided and distributed each January to eligible employees. It encourages safety, efficient production, quality control and good work habits of the employees.

To help ensure that employees are able to perform their duties safely, employee medical examinations may be required and are recommended periodically to ensure good health, safety and reliability on the jobsite.

Hedrick Industries recognizes that the skills and knowledge of its employees are critical to the success of the organization. The educational assistance program encourages personal development through formal education. Employees, then, can maintain and improve job related skills or enhance their ability to compete for reasonably attainable jobs within Hedrick Industries. Another benefit are the three Catawba College student scholarships to qualifying students based on merit. Catawba is located in Salisbury, NC and qualified children of employees are given first consideration for these scholarships.

Workplace - “Where We Work”

EMPLOYEE SAFETY ON THE JOB

In order to provide a safe and healthful work environment for employees, customers and visitors, we have established a workplace safety program. This program is a top priority for Hedrick Industries. The Safety Director at each workplace has the responsibility to implement, administer, monitor and evaluate the safety program for their respective site. Just as important, the success of the program depends on the alertness and personal commitment of all.

Hedrick Industries provides information to employees about workplace safety and health issues through regular internal communication channels such as supervisor-employee meetings, bulletin board postings, memos, or other written communications.

To ensure orderly operations and provide the best possible work environment, Hedrick Industries expects employees to follow rules of conduct that will protect the interests and safety of all employees and the organization. It is our desire to provide a drug-free, healthy and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.



Workplace - “Where We Work”

PROVIDING THE BEST POSSIBLE WORKPLACE

Hedrick Industries is also committed to preventing workplace violence, intimidation, harassment, or other threats to maintain a safe work environment. We have adopted guidelines of respect and courtesy to avoid harmful workplace situations. Computer, email and Internet guidelines have also been developed to maintain a workplace free of the transmission of potentially harmful messages or displays.

Another part of this commitment to providing the best working conditions, Hedrick inspires an open and frank atmosphere in which any conflict, complaint, suggestion or question receives a timely response from supervisors and management. Hedrick strives to ensure fair and honest treatment of all employees.



Hedrick Industries works to keep our rates and fringe benefit programs at a competitive level with the area and materials industry. Hedrick encourages promotions from within whenever possible. In order to remain sustainable as a family-run business, the endeavor to communicate with employees and encourage them to participate in planning and development of goals is essential. We ask all employees to help in the maintenance of good working conditions and in the enforcement of fair policies within the company.

Workplace - “Where We Work”

EMPLOYEE SATISFACTION AND SUSTAINABILITY

As a practice in sustainability, Hedrick elevates the standard of work quality to create employee enjoyment and enable the employees to do the job more efficiently. To accomplish satisfaction and production, quality performance is administered in a firm, fair, and consistent manner. Hedrick Industries will continue to develop an employee award and incentive program for safety and performance. Employees are encouraged to participate in company sponsored annual reunions and in group outings not associated with work. We make efforts to communicate to all employees and their families accomplishments through company updates. In order to understand the workforce, Hedrick will develop statistical evaluations on the employee base and encourage diversity in new hiring. Investing in the personal and professional development of each employee will ensure a continued and strong workforce into the future.



C) Environment - “Where We Exist”

ENVIRONMENTAL SUSTAINABILITY AND AWARENESS

Aside from the responsibility to continue growth in business and to provide quality materials to the communities that surround our places of work, Hedrick places a great importance in sustaining a broader community. The actions we take environmentally will affect the reputation of Hedrick Industries either positively or negatively. It is the goal of Hedrick Industries to provide an environmentally safe work place that incorporates environmentally sound methods of business and strong environmental awareness by all management, employees and material suppliers.

The aggregate industry often finds itself at odds with conservation and environmental groups, as well as with the local communities in which it operates. It can be a challenge to balance production and efficiency versus environmental friendliness and ethics. Hedrick Industries continually strives to implement practices in energy conservation, environmental stewardship and in land and wildlife sensitivity. The earth we utilize for our natural resources needs to be protected and maintained in order to continue to supply these raw materials to consumers.



Environment - “Where We Exist”

HEDRICK’S ENVIRONMENTAL POLICY

Hedrick Industries understands that the actions we take at a local level can have positive or negative consequences on a global level. Hoping to foster a positive reputation in a global perspective, we have created an environmental policy as follows:

The Company and its employees will:

- 1) Comply fully with all applicable environmental laws and regulations
- 2) Strive to prevent releases of substances to the soil, water, and air
- 3) Use environmentally sound practices to manage and dispose of waste materials
- 4) Enhance the conservation of resources through waste minimization, reuse and recycling and through education
- 5) Promote employee awareness of environmental responsibilities and encourage adherence to sound environmental practices
- 6) Develop and implement a self-monitoring program to assure that company operations adhere to our environmental policy
- 7) Cooperate fully with federal, state, and local governmental officials charged with environmental protection responsibilities
- 8) Cooperate fully with company environmental personnel
- 9) Provide a safe and healthy working environment for all of our employees
- 10) Continue to improve our environmental management program

Environment - “Where We Exist”

ENVIRONMENTAL SENSITIVITY: QUARRY PLANNING STAGE

Since the raw materials we use come from the earth, Hedrick Industries realizes the vital importance of environmental stewardship and education. Hedrick seeks to not strip the land bare of its resources and leave it, but to create sustainable habitats for the surrounding communities.

In the initial stages of the mining process, it is necessary to prepare the land for the purpose of extracting aggregate. Careful testing of a future quarry site always precedes the clearing and blasting process of creating a quarry. Following the test drilling, the areas that are not going to be stripped for production purposes are hydro-seeded within fifteen days of the clearing, restoring the surface of the earth. Hedrick uses an aggressive reclamation seeding mix, suggested by the North Carolina Wildlife Federation, and works closely with them and other local seed growers to ensure the best possible mix for any given area.

Hedrick Industries and its plants realize that the community is sensitive to the issues concerning their land; the company does not clear land that will not be necessary in the mining operation within a five-year time frame.



Environment - “Where We Exist”

ENVIRONMENTAL SENSITIVITY: IN THE PRODUCTION STAGE

Land

The responsibility to maintain a clean ambiance is taken seriously, both for a healthy workplace and for our surrounding communities and employees. During the production process, we utilize buffer areas and berms as site and sound barriers. The berms are constructed in potentially sensitive areas and are made up of overburden materials and then seeded. A minimum fifty feet of undisturbed buffer area is also left between any adjoining property boundaries. These areas not only benefit the quarry but also have a positive impact on the community.

Air

When considering our environment and our quarry land, air quality and noise reduction consistently rank as the highest community concerns. Hedrick Industries routinely stays well within the ambient air standards set forth by the Environmental Protection Agency (EPA) and on many occasions has 0% opacity at all our plant locations. Every plant we operate has adopted an Air Resource Statement, formulated and affirmed by the President of Hedrick Industries as of March 2000. Our Hedrick Air Resources Plan (HARP) outlines guidelines on how to minimize dust at the plant and quarry and is embraced by each of our plants. We use water trucks on all haul roads and stockpiles to maintain optimum moisture and minimize rising dust by passing loaders and haulers. All of the transfer points in our plants utilize water suppression to eliminate fugitive dust. Wheel washes have been installed at many of our plants to reduce mud and dust from being tracked onto main public roads and highways.



Environment - “Where We Exist”

ENVIRONMENTAL SENSITIVITY: IN THE PRODUCTION STAGE

Water

Water, an essential and vital resource for all areas of life, is highly important to the production process at Hedrick Industries. We understand the importance of maintaining clean water for our own benefit and for future generations. Through the use of Best Management Practices (BMPs), all potential runoff areas on our properties have appropriate erosion control measures. These catch point and non-point source runoff diverting the flow into treatment areas before leaving the property. These practices have helped us meet or exceed stormwater discharge permit limits stated in the National Pollutant Discharge Elimination System (NPDES).



All of our plants use a series of ponds to recycle process wastewater and minimize water use. We try to utilize a closed loop system at all of our operations, pumping from internal ponds to supply the needs of the plants. We also try to direct storm water toward these internal ponds in order to limit potential sediment pollution, reduce permit obligations, and also to reduce energy costs.

Conserving our Resources

Recycling, reuse, and waste reduction have become an integral part of operation within the company. Hedrick Industries understands that by minimizing and reusing our waste we are not only benefiting the environment but we are also making sure there will be products available for future generations. Currently we are recycling used oil, antifreeze, batteries, tires, scrap metal, office waste, process and pit water, and storm water. Recycling these products helps reduce our energy costs by reusing materials that would otherwise be thrown away. This process also helps to sustain the longevity of the local landfill.

Environment - “Where We Exist”

ENVIRONMENTAL SENSITIVITY: RECLAMATION STAGE

The land we are using for our resources is not ultimately ours, and needs to be returned to the community after the mining process is completed. Knowing this, Hedrick Industries is committed to restoring and reclaiming the land in ways that are compatible with local priorities and with the natural territory surrounding it. In order to do this, we are actively involved in developing long range reclamation plans to make them compatible with adjacent property. Our Green Lee Pit in McDowell County, for example, is in the process of being restored as a wetland and wildlife habitat area. Many of our quarry sites will become water reservoirs, wetland habitats, and future wildlife sanctuaries.



Environment - “Where We Exist”

BIODIVERSITY AND WILDLIFE SENSITIVITY

As communities grow and expand, land becomes less abundant. We realize that Hedrick Industries properties are, in many instances, the only natural habitat for wildlife within neighboring communities. Proactive in our approach to geodiversity and biodiversity, we have established areas for wildlife habitat development at all of our quarry locations. Through this development we have seen an increase in deer, bear, and wild turkey populations, as well as many species of plants, insects, and birds that might have been eradicated from the area had we not taken special precautions on their behalf. At two of our locations, Grove Stone and Sand Company and Lake Norman Quarry, we are Wildlife and Industry Together (W.A.I.T.) certified. This program is sponsored by the North Carolina Wildlife Federation and helps industry promote and enhance wildlife habitats. In addition, through this partnership we have been able to educate over 2,500 students from local school districts. We strive to educate our neighbors in the regions surrounding our quarry locations about not only the importance of geology and the aggregate industry, but also the vital role our earth plays in what we do every day. We seek to enlighten our communities about the benefits of our natural resources, mining logistics, wildlife biology, and earth science.



Environment - “Where We Exist”

PLANNING FOR THE FUTURE



Hedrick Industries intends to remain committed to protecting our earth and its resources. We will firmly adhere to the disciplines laid out in our environmental policy and strive to incorporate innovative environmental procedures as new technologies arise.

In the spring of 2008 a “green” program was started in our company to educate employees and the local community to enhance the sustainability of the business. Part of this program involved information distribution about the benefits of recycling and a brochure encouraging employees to use

“green” methods while on the job.

Another aspect of our “green” campaign includes the development of our first Sustainability Report. Hedrick Industries is committed to remain progressive and adaptive in its stance on the environment, seeking to continually do what is best for our earth and its resources.



D) Community - “Where We Share”

SUSTAINABLE COMMUNITY ENDEAVORS

Part of a national organization known as the aggregate industry, Hedrick Industries is also an integrated member of the local community. We desire to make a positive economic, social, and environmental contribution to the communities in which we work and have influence. Although a relatively large company with many divisions, we hire locally and encourage all of our employees to engage in activities that foster community and that are visibly beneficial to the neighbors that surround our places of work.



Community - “Where We Share”

OPEN COMMUNICATION WITH THE COMMUNITY



Hedrick Industries takes into high consideration our neighbors and how operations could affect those in the surrounding community. Through careful planning and operations, we address issues of potential disturbances before they occur. In addition, we engage our community leaders and residents in open, honest, and effective collaborations should a problem arise. For nineteen years we have been involved with a Community Advisory Council, a group of local neighbors of Hedrick Industries that meets annually with the Environmental Committee, superintendent and area manager of the local quarries to discuss community concerns and areas of the operation they would like to see improved, including activities the quarry can do to help the community.

COMMUNITY BEAUTIFICATION EFFORTS

Hedrick Industries and its plants have been involved in quarry beautification and safety efforts on behalf of the community in which they operate. Continuing this endeavor, each plant strives to present an entrance that is pleasing to the eye and in harmony with the surrounding architecture, neighboring structures and natural foliage.



Community - “Where We Share”

INVOLVEMENT WITH LOCAL AND STATE GOVERNMENT

Hedrick Industries has an excellent working relationship with our local and state government representatives. On the local level, we are involved in town councils and have working relationships with aldermen, planning directors and zoning administrators. At the state level, we have functioning relations with our representatives in the House and Senate. Through our involvement with the various associations and lobbying groups locally and statewide, we are able to inform our representatives of the issues our industry faces from environmental, safety and transportation sectors of government. We also encourage all employees to get involved in the local and state governments.



Community - “Where We Share”

ENVIRONMENTAL EDUCATION

In conjunction with complying with community standards, Hedrick Industries invites the local community to our sites for educational experiences to learn about the mining industry and how we operate day-to-day. We want to educate the community on mining processes, mine site development, mining environmentally, mining safely, and ultimately on the mining product. We encourage interest groups, school programs, and other businesses to visit our plants and quarries. In addition to hosting visitors at our plants, employees from different plants and quarries visit their local schools to educate classrooms. All of our employees have access to various educational opportunities in the form of reading material, posters, and interactive activities to share with classes.



Grove Stone and Sand, one of our quarry sites in the Asheville, NC area, participated in the 42nd Forum on the Geology of Industrial Minerals, representing twenty-seven states and nine countries. Our site was a field trip stop to educate those attending on how mining operations can develop good relationships with the surrounding community. After experiencing Grove Stone, the participants walked away encouraged by our ability to build sound relationships with our neighbors.

Community - “Where We Share”

COMMUNITY INVOLVEMENT THROUGH OUTREACH AND SERVICES

Hedrick Industries participates in many monetary and material donations, along with community service, to foster open and honest community relationships. We work closely with community leaders, school authorities, and the local fire and police departments in order to find quality projects to help facilitate and donate materials. Organizations we donate and give our services to include local school systems and scholarships, environmental groups, geological studies, and regional sports and recreation teams for children.

We have aided local jurisdictions in development and beautification efforts of parks and recreational areas. For example, Hedrick Industries formed close ties with community museums; Grove Stone and Sand partners with Colburn Earth Science Museum to develop their Outdoor Education Center on the quarry grounds. This site includes nature trails, wildlife preserve, butterfly gardens, and interactive educational materials. Visitors learn more about the quarry and Earth Science including plate tectonics, earthquakes, volcanism, mineralogy, rocks and the formation of the Appalachian Mountains.

Community involvement and partnership initiatives:

- Buncombe County Schools Foundation
- Colburn Earth Science Museum
- Camp Rockmont (neighbor)
- **Presbyterian Children’s Home**
- Mission Hospitals (Asheville, NC)
- Catawba College
- University of North Carolina @ Asheville
- Minerals Research Lab through North Carolina State University

Other memberships:

- North Carolina Wildlife Federation
- W.A.I.T Program (Wildlife And Industry Together) – only 14 other sites in NC
- NSSGA (National Stone, Sand and Gravel Association)
- North Carolina Aggregates Association
- Mineral Information Institute
- Asheville City Schools Foundation
- **“Down to Earth Program” through NC Mineral Research Laboratory in Asheville**
- Carolinas Air Pollution Control Association



Community - “Where We Share”

CONTINUED GOALS AND PRACTICES FOR THE FUTURE

At Hedrick Industries, it is our goal to continue to enhance the community by hiring locally. We also take great pride in buying products from the local market and in return providing a quality product. We also strive to provide educational opportunities to the local communities about aggregate production and usage, and to continually improve the infrastructure of our neighboring regions by supplying quality products. As described in the environmental section of this report, we want to maintain environmental protection controls within the property area for the sake of the community and neighbors. We will continue to encourage involvement in all community affairs and respond immediately to complaints and concerns from our neighbors. Hedrick Industries will maintain quality product control and encourage customer feedback, striving to place customer satisfaction ahead of all other concerns.



In order to persist as a progressive and sustainable business, Hedrick Industries has a commitment to the communities and neighbors that surround us. Knowing we cannot operate without a social license

and approval by local governments, we foster these good relations with members of our community and include them in our everyday affairs. Hedrick Industries thanks the communities and people who have helped us continue to be a material supplier in a manner that will sustain our communities into the next generation.



Initiatives and Goals for the Future

In a continual effort to maintain all aspects of running a successful business, Hedrick Industries realizes and strives to operate in a sustainable way – economically in the marketplace, ethically with all employees, socially amongst our communities, and environmentally with our precious earth. The long-term viability of the aggregate industry depends upon the implementation of sustainable practices in all of these areas. Unified as an integrated concept, the practices in sustainability work together to better how we do business, how we protect our employees, how we interact with the community, and how we conserve the resources we use to produce our products. Hedrick Industries has the commitment to remain a sustainable company now and in the years to come.





SERVICE

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