



ALLEYTON
Resource Company

SUSTAINABILITY REPORT

2019

BUILDING A **SUSTAINABLE** FUTURE

A LETTER FROM OUR COO

I am delighted to share with you an update on our sustainability program at Alleyton. Here at Alleyton, our values are safety, people, service, quality, community, and environment. These values line up perfectly with the three pillars of our sustainability program: employees, community, and environment. The goal of this program is to have a positive impact in the communities where we live and work while also meeting the needs of our stakeholders. As our company continues to grow, so too does our responsibility to sustainability. This report highlights our company's 2019 sustainability efforts.

Our employees are the backbone of our business and our greatest asset. Their safety is our top priority. We continue to provide programs which promote health and wellness, encourage innovation, and train and develop our employees for current and future opportunities. In 2019, we hosted our first annual Employee Appreciation Day and Equipment Rodeo as a way to give back to the employees who do so much for us. Alleyton takes pride in the diversity of our employee base and continues to strive to maintain our status as an employer of choice.

We have continued to work towards improving our communities through volunteerism, philanthropy, and providing educational opportunities. In 2019, we increased our volunteer opportunities for our employees, boosted our philanthropic efforts, and expanded our internship program. We believe that the more our employees are involved in their communities, the stronger both become.

Our environmental projects continue to grow. In 2019, we remained dedicated to maintaining and monitoring our Wildlife Habitat Council (WHC) certified pollinator garden while also adding another environmental project at our aggregate sites in Columbus, TX. We also continued in our recycling, water conservation, and community cleanup efforts.

It was once said, "Sustainability takes forever." We at Alleyton are dedicated to sustainability efforts for the long run. We are devoted to doing more good in our communities and environment, rather than just trying to do less bad.

I want to extend my sincerest thanks to each and every Alleyton employee for his/her commitment to the pursuit of excellence in every one of our values.



Brad Bowman, COO



Company Overview

Alleyton is an integrated aggregates and concrete company based in and around Houston, Texas. Alleyton's operations include aggregate mining, material transportation, ready mix concrete delivery, concrete pumping, stabilized sand, and slurry.

What We Believe

We are dedicated to fulfilling our customers' needs with unparalleled service and quality in the construction material industry through a commitment to safety, our employees, and the community.

Our Values

Safety • People • Service • Quality
Community • Environment

Our Leadership Team

BRYAN KALBFLEISCH, President
BRAD BOWMAN, COO
STEVE HULLETT, CFO
BRAD CARROLL, VP of Aggregates
DEMETRI BASSIL, VP of Equipment
JEFF COOK, VP of Ready Mix Sales
NELS COMERFORD, GM of Slurry, Stabilized,
& Commercial Ready Mix Sales
RYAN MILEY, Director of Aggregate Sales
ERIN ANDERSON, Director of HR
STEPHEN GARDNER, Director of Safety

Our Corporate Social Responsibility

EMILY SCHNITZER, Accounting & Payroll Supervisor
ADAM REBEL, Aggregates Quality & Inventory Control Supervisor
LISA WHITE-MARSH, Billing & Posting Clerk
ALYSSA VEIT, Safety Manager



At Allegheny, one of our stated values is “People,” meaning our employees. We know that our employees are the backbone of our business, which is why we work to support them and their work every day. The safety and wellbeing of our employees is our top priority, and we strive to keep our employees healthy through programs designed to prevent injuries and illness. We provide various incentives for employees to get actively engaged in their health and offer on-site biometric screenings to help employees detect any potential health risks. Allegheny provides employees with continuing education, leadership training, and development. Through leadership development programs and mentorships, employees at all levels have access to training and advancement opportunities.

EMPLOYEES

SAFETY

Our safety program is built upon the foundation of dedicated, well trained, and responsible employees in all lines of business. Our first priority is always to protect ourselves, each other, and our communities from harm.

Safety Engagement Reward Program

In 2019, Alleyton rolled out its Safety Engagement Reward Program. This program is designed to reward both the employees and managers for positive engagement in the workplace and help encourage being proactive in safety. Points are assigned to different safety tasks per department, and employees are required to earn a minimum number of points per month to receive their reward. This innovative program was created by the 2018 Safety Leadership Team.



Frontline Leadership Development Program

Alleyton's Frontline Leadership Development Program is a course that helps give managers the tools and training to be more successful leaders. In 2019, we had 15 of our frontline managers participate in the class.

Driver Trainer & Mentor Program

Our Driver Trainer and Mentor Program began in 2017. Certain drivers who meet set qualifications are assigned as Driver Trainers/Mentors. These employees train new drivers to be fully prepared for their new position and sign off when they are comfortable that the new driver is fully trained. They are also available for established employees to visit for mentoring to improve their skills, discuss issues they may have, or learn tips and tricks to increase their performance.



Internship Program

In 2019, Alleyton expanded its internship program to include three interns: one in Aggregates, one in Readymix, and one in Finance. All three interns spent time in every aspect of the business to better understand how every department is interconnected. Alleyton takes pride in being able to broaden students' understandings of the construction materials business from every angle.

EMPLOYEE EQUIPMENT RODEO

In 2019, Alleyton hosted our first ever Equipment Rodeo – an event to highlight our Readymix and Aggregate team for their hard work and dedication. The event was held on November 2 at the Fort Bend County Fairgrounds in Rosenberg, TX, with a turnout of 350 employees.

The rodeo included several booths for all employees and their families to participate in, including a Kid Zone (complete with bouncy house, face painting, and arcade games), a sustainability booth displaying information on our various projects, a benefits booth, and a massage area! All employees were able to put their names in for the raffle, where they could win one of many prizes.

The highlight of the day, however, was the Equipment Competition, where over 35 drivers and loader operators ompeted for winning titles. Competitors were required to successfully complete a series of obstacles and tasks in their trucks or loaders, and the quickest competitor with the fewest mistakes won. There was also a barbeque competition where several employee teams competed for the title of Best Brisket, Best Ribs, and Best Chicken.

Of course, the event would not have been possible without the help of our many sponsors and employee volunteers.



OVER \$2,500
IN PRIZES AWARDED



WOMEN in Construction

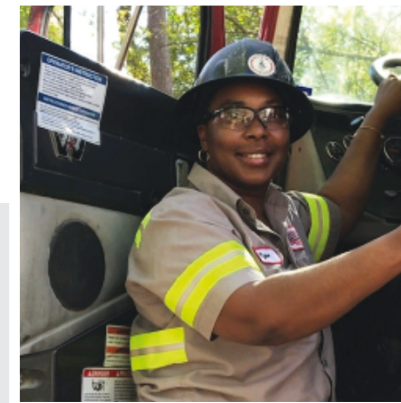
At Alleyton, we seek to create an environment of diversity and inclusion. We are pleased to employ many women throughout the company, from the field up to management. The future of this industry depends on inclusivity and equal opportunity employment practices. We are proud to work with the women featured here, as well as the countless other women who work for Alleyton in various capacities.



Hannah Thomas

ALLIED READY MIX DRIVER
1 YEAR

"This job was a very new experience for me. I come from 5 years of driving school buses. When I walked in to apply, I got a very warm welcome and was walked through the process of what the job entails. I pushed myself to learn the business. Plant 11 has a family feel. We not only work together, but we also support each other's families and events outside of work. I have definitely built relationships that will last forever."



Latoria Cobbs

ALLIED READY MIX DRIVER
4 YEARS

"When I first started at Allied back in October 2015, I was just looking for a job. Being the only woman at work every day took some getting used to. But now it's been almost five years, and I enjoy it. Allied has become my family, and I look forward to coming in every day. They have made my first 4+ years at Allied a pure joy. What would I say to any woman that is interested in working at Allied? Come join me. You'll be glad you did."



Meredith Gregory

PUMPING MANAGER
21 YEARS

"I have been with Allied Concrete Pumping 21 years this May. One of the best things about my job is that it is never the same from day to day. Being out in the field and interacting with so many different people makes each day interesting. The number one reason I love my job though is my team. I have an amazing group of pump operators and a dispatcher that make it fun to work here. They give it their all, day in and day out, and make me proud to be a part of this team."



Jan Hosman

ALLEYTON SCALE HOUSE OPERATOR
22 YEARS

"I have been doing this kind of work for over twenty years. Every day is different – one day easy and the next day challenging. It keeps me alert and thinking. I tell friends and family how lucky I am to have this job and to work with the people I work with. I enjoy everyone I work with and my drivers. Alleyton has made it possible for me to be part of great place to work and great bosses."



Shannon McHenry

ALLIED READY MIX DRIVER
1 YEAR

"I love my job. The freedom out on the road and going to the different job sites and seeing how concrete is laid – it's very eye opening! My coworkers, batch men, and area manager are awesome people to work with. They have made my work here very enjoyable, and learning different things has been wonderful! I enjoy coming to work every morning!"



Sylvia Lyons

GREAT SOUTHERN STABILIZED
OPERATIONS MANAGER
9 YEARS

"I like knowing that every day will be an interesting day in the construction industry. I am always excited to leave my desk and get out in the field to see what projects we are participating in. The faster we run, the better we like it. The support staff of Great Southern Stabilized and Alleyton are an amazing team. Some of us have been working together as a family unit for many years. We feel blessed to represent the companies."



Environmental sustainability is more than the right thing to do, it is good business. Conservation and stewardship programs influence the way we work with the land. In partnership with the Wildlife Habitat Council, we work to promote biodiversity and establish native landscapes whenever possible. Reducing, reusing, and recycling helps us utilize our resources more efficiently, which reduces waste and excess costs.

ENVIRONMENT



Beason's Park Cleanup

On December 13, 2019, a group of Alleytton employees spent the morning cleaning up Beason's Park in Columbus, Texas for the second year in a row. We are proud to help contribute to our communities by making local parks and waterways cleaner and more enjoyable places for people to recreate in.

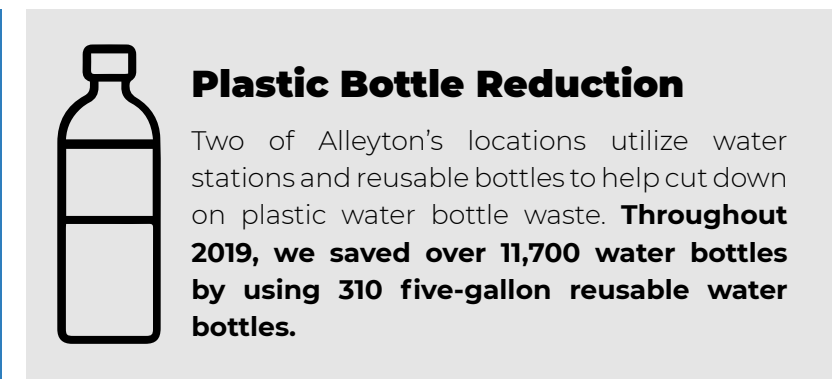
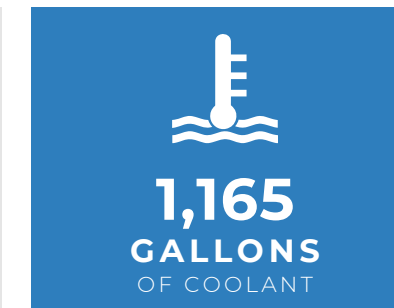
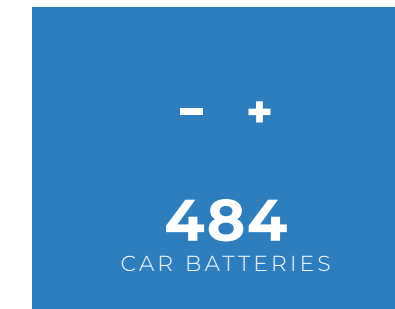
Christmas Bird Count

Alleytton participated in the Eagle Lake Christmas Bird Count for the second year in 2019. The bird count happens one day a year, around Christmas, and people come from all over Texas to participate. The number of species and individual birds are tracked from year to year to collect data on any possible changes in diversity and density. We not only donated money for the day, but our own Emily Schnitzer also joined the count.

Solar Power

Alleytton's Vox location uses solar power to power the inbound truck scale. Our aggregate locations and main office also use solar to power the signs at the entrance gates. Using solar power reduces our reliance on nonrenewable energy, and we are looking into using solar in more locations.

Recycling



ALLEYTON POLLINATOR GARDEN

Alleyton continued work on the pollinator garden at the main office in 2019. The garden helps support native pollinator species, which in turn, promotes biodiversity, healthy ecosystems, and habitat for many other species. This year, we held a clean up day where a group of volunteers helped clear out weeds and plant new vegetation for the surrounding pollinator population. In 2019, we also continued our ongoing efforts to monitor our plants and pollinator visitors for future Wildlife Habitat Council (WHC) certification. The garden was constructed in May 2017, doubled in size in the spring of 2018, and was awarded the conservation certification from the Wildlife Habitat Council in June 2018.

None of this would be possible without the efforts of the employees who volunteered to help construct, plant, and maintain our beautiful garden. The garden provides food, water, and shelter for several species of native pollinators, as well as a place of beauty for our employees to visit during the day.



NORTHERN BOBWHITE QUAIL PROJECT

In 2019, Alleyton embarked on a large scale habitat project: to maintain the land on one of our inactive aggregate locations supporting the Northern Bobwhite Quail. We partnered with the Texas Parks and Wildlife Department to help us with our maintenance plan and the Eagle Lake Christmas Bird Count team to help with yearly bird counts on the property. In the spring of 2019, the Alleyton team also performed call counts to get a feel for the number of Bobwhites already on the property.

The Northern Bobwhite Quail is listed as a conservation priority in the Texas Conservation Action Plan. Over the past 40 years, the Northern Bobwhite population has declined by more than 80% within its normal range* – even more in Texas and Oklahoma. If these losses continue, they could result in another halving of the population in 10 years or less. These declines are part of a larger picture – the quail is considered to be the “canary in the coal mine” for other species of Texas Wildlife. If we work to protect the Northern Bobwhite Quail, we may be able to help other species, as well.

*K. V. Rosenberg, et al., 2016. Partners in Flight Landbird Conservation Plan: 2016 Revision for Canada and Continental United States. Partners in Flight Science Committee.





Not only do we help build our communities, we are part of them. Giving back to our communities further binds us as a company. We work to have a positive impact in the places we live and work. We endeavor to support those in need and help our community grow through volunteering, donations, and awareness. Alleyton has made partnerships with a number of organizations to impact our communities. Our annual programs include Houston Children's Charity Adopt-a-Family, YMCA Backpack Drive, internships, Gulf Coast Regional Blood Drive, among others.

COMMUNITY

CAMP HOPE

A HAVEN FOR OUR HEROES

Camp Hope provides interim housing for our country's veterans and support for those suffering from Post-Traumatic Stress Disorder here in Houston. According to the United States Department of Veterans Affairs, as of 2011, 28% of Houston's homeless population are veterans, and approximately 45% of our homeless veterans suffer from mental illness.

The Camp Hope facility has been in place since 2012, and Alleyton has partnered with the foundation since 2016 to assist the PTSD Foundation of America in their mission to provide a safe haven to our heroes.

In November, Alleyton provided 280 yards of concrete and pumping services for the newest addition to the facility – the Weatherford House.

Camp Hope is always accepting donations and volunteers. For more information about Camp Hope, please visit: ptsdusa.org



Community Highlights

Breast Cancer Awareness Month

In October, Alleyton held a Breast Cancer Awareness program, where \$5 was pledged to the National Breast Cancer Foundation for every name or message employees wrote on pink ribbons in honor of someone they know who has battled or is currently battling breast cancer. A total of \$435 was raised for the organization.



Casa de Esperanza

Casa de Esperanza provides safe housing and a stable environment for children in the foster system. For the second year, a group of Alleyton volunteers visited Casa de Esperanza to deliver donated items and spend some time playing with the foster children who live there.



Houston Children's Charity Adopt-a-Family

2019 was our 5th year participating in the Houston Children's Charity Adopt-a-family program for the holiday season. The charity organization pairs individuals and companies with nearby families in need to make their holidays a little brighter.

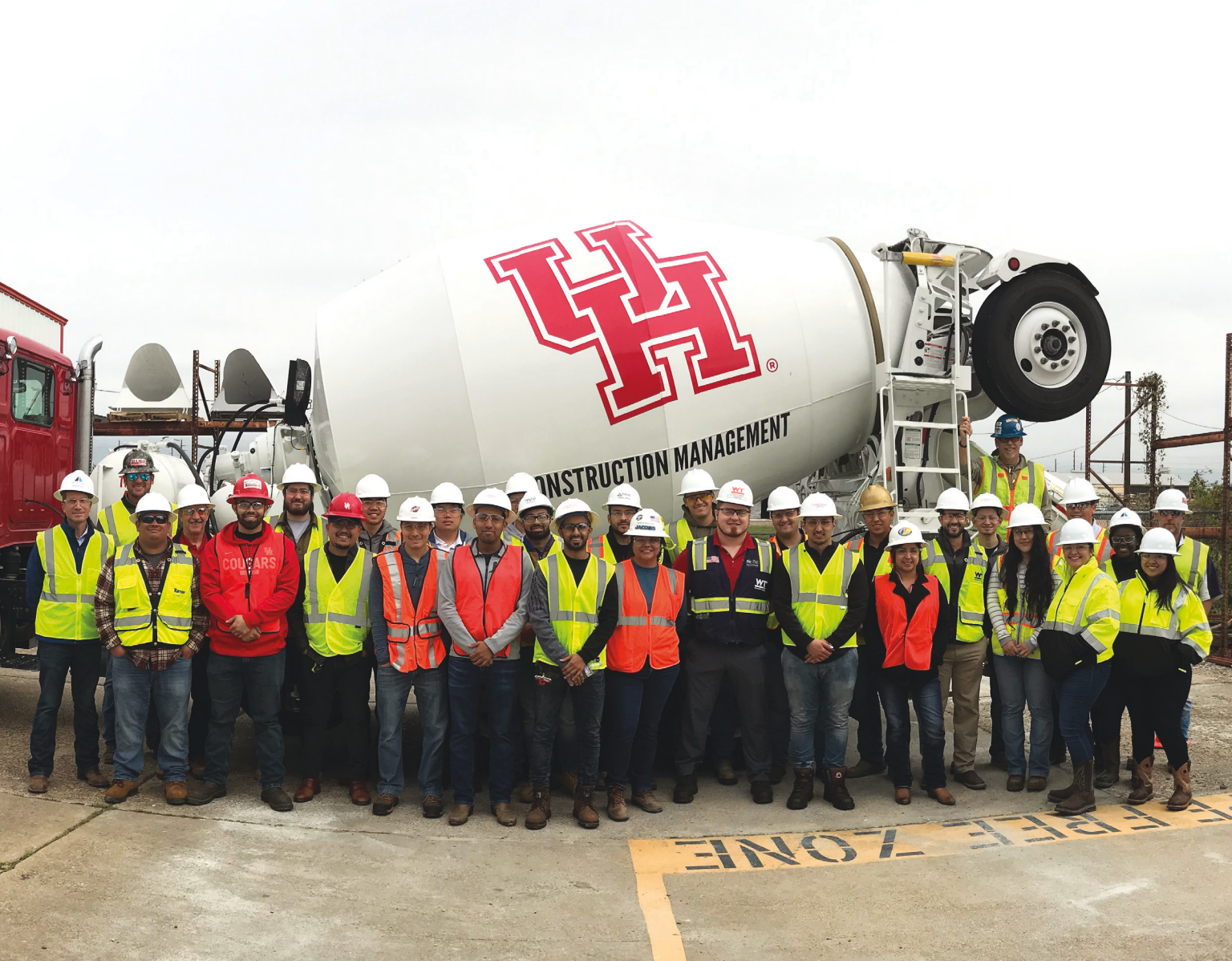
4th Annual Blood Drive

In 2019, Alleyton hosted our 4th annual blood drive by partnering up with the Gulf Coast Regional Blood Center. Our donors gave blood or plasma, which helps to save lives and ensure our local blood supply matches demand.



Annual Backpack Drive

Alleyton's 4th annual backpack drive was another success. 73 backpacks filled with school supplies were donated to Supplies for Success in Columbus, TX and to the Richmond, TX YMCA.



PROUD TO SUPPORT A COMMUNITY WE LOVE

UNIVERSITY OF HOUSTON | *Casa de Esperanza* | YMCA | Beason's Park

Houston Children's Charity | *Operation Finally Home* | Boys and Girls Club of America

TEXAS TRIO | *Butch Broesche Memorial Scholarship Fund*

TSU CIM Patrons' Foundation | TACA BIKE BUILD | *St. Mark's Episcopal School*

Sienna Plantation Recreation Sponsorship | | TAPAC

East Montgomery County Sports Association | **Camp Hope**

TX State CIM Patrons Board | CITY OF EAGLE LAKE CHAMBER OF COMMERCE

PORTER 4H CLUB | *Blackhorse Golf Club* | TROOPER SANCHEZ FAMILY

TX State CIM Scholarship Fund | MANVEL HIGH SCHOOL

Joslin Charity Golf Tournament | **11U District Champs Baseball Team**

FORT BEND COUNTY FAIR *y.O. Ranch* | **Eagle Lake Volunteer Department**

FORT BEND END ALZHEIMER'S WALK | *Supplies for Success*

NATIONAL BREAST CANCER FOUNDATION | **Revitalize Eagle Lake**

Sporting Clays Fundraiser | TAS COVENANT HOUSE | **Needville Youth Fair**

ACI Training | **Eagle Scouts** | **Fort Bend County Sheriff Canine Division**



NEARLY
450 HRS
VOLUNTEERED



OVER
\$35,000
IN DONATIONS

AGGREGATE LOCATIONS

MONAHAN
5160 US HWY 90A
EAGLE LAKE, TX 77434
979-942-0550

VOX
6440 SH 71
GARWOOD, TX 77442
979-758-9433

DUNCAN
1260 CR 79
EAGLE LAKE, TX 77434
979-331-4631

SMITH
6438 SH 71
GARWOOD, TX 77442
832-396-1004

ALTAIR
3970 HWY 90A
ALTAIR, TX 77412
979-234-7324

HANNA'S BEND
21145 TX-146
CLEVELAND, TX 77412

POTTER
1100 POTTER RANCH RD
COLUMBUS, TX 78934

ALLIED READYMIX PLANTS

PLANT 1/SHOP
6314 READING RD
ROSENBERG, TX 77471

PLANT 2
18123 KICKAPOO RD
WALLER, TX 77484

PLANT 3
15401 TELGE RD
CYPRESS, TX 77429

PLANT 4
9210 FM 723
RICHMOND, TX 77469

PLANT 5
7250 CORPORATE
MANVEL, TX 77578
979-234-7324

PLANT 6
28333 FM 529
KATY, TX 77493

PLANT 7
2441 FM 359 SOUTH
BROOKSHIRE, TX
77423

PLANT 8
225 HOLMES RD
HOUSTON, TX 77045

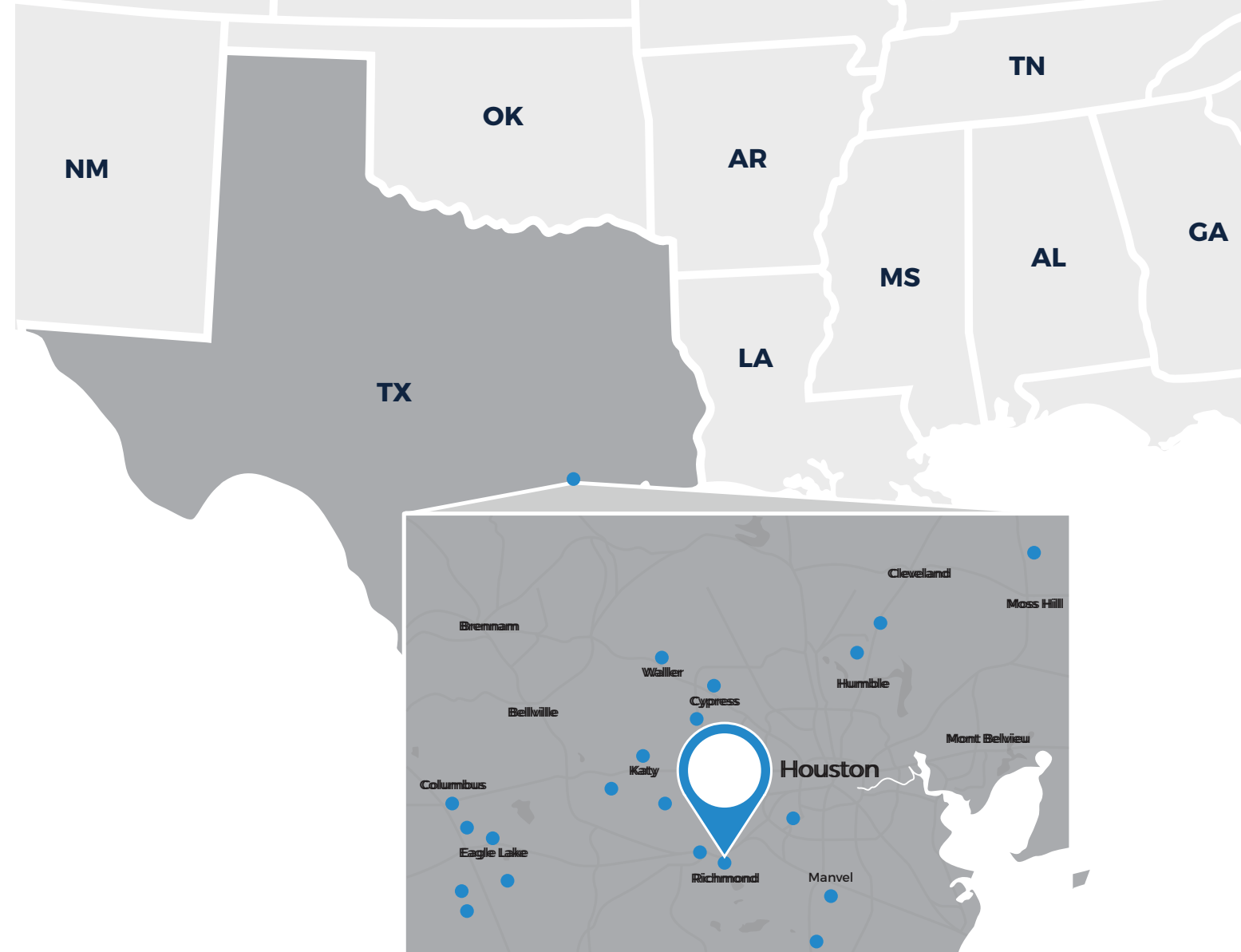
PLANT 9
22161 S H 288B
ROSHARON, TX 77583

PLANT 10
20333 US HIGHWAY 59
NEW CANEY, TX 77357

PLANT 11
21355 FM 529
KATY, TX 77449

PLANT 12
31350 SH 249
PINEHURST, TX 77362

STABILIZED SAND
AND SLURRY
#1 HALLETT DRIVE
PORTER, TX 77365





ALLEYTON
Resource Company

A subsidiary of Summit Materials, Inc.