

# Environmental, Social, and Governance Report

2025

YOUTH  
I WANT TO SEE YOU GAME BOYS  
I WANT TO SEE YOU PLAY AND  
AND I ALSO WANT TO SEE YOU GENTLY  
AND TENDERLY  
BE PRACTICAL AS WELL AS GENEROUS  
IN YOUR IDEALS KEEP YOUR EYES  
ON THE STARS AND KEEPER YOUR FEET  
ON THE GROUND  
**PECKHAM INDUSTRIES, INC.**  
COURAGE HARD WORK SELF MASTERY  
AND INTELLIGENT EFFORT ARE ALL  
ESSENTIAL TO A SUCCESSFUL LIFE  
CHARACTER IN THE LONG RUN  
IS THE DECISIVE FACTOR IN THE LIFE  
OF AN INDIVIDUAL AND OF NATIONS  
LIKE THE GREAT ROOSEVELT

MANHOOD  
A MAN'S USEFULNESS DEPENDS  
UPON HIS LIVING UP TO HIS IDEALS  
INsofar AS HE CAN  
IT IS HARD TO FAIL BUT IT  
IS WORSE NEVER TO HAVE TRIED  
TO SUCCEED  
**PECKHAM INDUSTRIES, INC.**  
ALL DARING AND COURAGE  
ALL IRON ENDURANCE OF MISFORTUNE  
**100th ANNIVERSARY**  
OF MANHOOD 1924-2024  
ONLY THOSE ARE FIT TO LIVE  
WHO DO NOT FEAR TO DIE AND NONE  
ARE FIT TO DIE WHO HAVE SHRUNK  
FROM THE JOY OF LIFE AND THE  
DUTY OF LIFE  
THEODORE ROOSEVELT



**PECKHAM**  
INDUSTRIES, INC.

100th Anniversary Celebration, NYC



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# From the Desk of the President

At Peckham Industries, we believe our "family by choice" brings value to all our stakeholders—customers, members, shareholders, and communities. This belief is central to our purpose and existence.

We are proud to reaffirm our commitment by showcasing our efforts to be a positive force in our communities. We have compiled and updated our initiatives across our footprint to ensure a safe, healthy, and environmentally sustainable approach to business.

In this document, you will see our commitment in action. Peckham members consistently demonstrate respect, innovation, and a passion for improvement in our stewardship of safety, health, people, and communities.

For a century, Peckham Industries has supplied materials, paved roads, and constructed projects in the very places our families live. This long-standing experience—conducting business the right way, year after year—has cultivated a proud member culture rooted in safety, integrity, dedication, and efficiency. By responsibly utilizing the earth's resources to advance civilization, Peckham promises a safe and sustainable future for our communities, no matter the challenges ahead. With a century of family values at our core, constructors can trust Peckham to sustainably grow and guide them for the next 100 years.



**"Peckham promises a safe and sustainable future for our communities, no matter the challenges ahead."**

**-Damian Murphy  
President & CEO**

# ESG Goals

Our products and services play a vital role in the economic development of the communities in which we operate. We continuously look for ways to reduce our impact on our neighbors and the environment while improving our overall member experience. As we begin the process of establishing measurable goals for each of the ESG topics, we believe that in the development of these goals we will directly impact our business success and sustainability, while at the same time enabling us to identify ways to continue improving our strategic approach as responsible stewards of our community, environment and workplace. This report highlights Peckham's commitment to our members by detailing our dedication to safety, training, and career development that makes Peckham more than just a place to work. This report also identifies both existing goals and goals that are currently being defined as they relate to the environment, safety, member engagement, support of the communities in which we operate, climate change and corporate governance.



## ENVIRONMENTAL

- Define strategies to reduce energy intensity per ton of product to include: Mobile equipment upgrades; Improvements to aggregates production throughput; Hot mix asphalt production and heating efficiency.
- Define current energy use and associated emissions to develop alternate energy and reduction in use goals.
- Electrical efficiency - Strategies identified to reduce emissions require changes not only to our operations but to the power generated by utilities that supply our grid electricity. Secure 5% of all energy from renewable sources by 2030.



## HEALTH & SAFETY

- Continuous reduction in member injuries, auto and yellow iron incidents – ultimately the goal is zero.
- Obtain full participation in the Peckham Engagement Plan (PEP), our behavior-based safety initiative, throughout all levels of the company.
- Work within our industry and communities to promote safety and health – protect family and friends.



## OUR PEOPLE

- Continue to develop our workforce, while looking for opportunities to expose new workers to our company and industry, for example, through our Intern Program.
- Promote member well-being through ongoing HR initiatives and expanded use of our Employee Assistance Program (EAP).
- Develop leadership and member programs to address gaps and provide training across the entire member life cycle.





# About Peckham

- ABOUT PECKHAM INDUSTRIES
- PECKHAM BY THE NUMBERS
- PII LEADERSHIP
- THE PECKHAM WAY
- OUR PRODUCTS
- 100TH ANNIVERSARY
- MEMBER RECOGNITION



Springfield, MA HMA Plant



# About Peckham Industries

Since our founding on March 17, 1924, by William H. Peckham, Peckham Industries has remained a family-owned construction and materials partner. For over 100 years, Peckham has served New York state and New England with loyalty and adaptability. Our familial background has allowed our team to implement safety, integrity, dedication, and efficiency into each project—all while simultaneously striving to enhance the communities that surround them.

Peckham provides a wide range of products and services, including aggregates, asphalt pavements, liquid asphalt, paving and construction services, reclamation and milling, precast concrete parking garages and more. Headquartered in Brewster, NY, Peckham's extensive network throughout New York and New England includes hot mix asphalt plants, stone quarries, bulk asphalt terminals, ready mix concrete plants, liquid calcium chloride and emulsion terminals, as well as the logistics capabilities and expertise to deliver those products to customers.

Relying on the forefront of family values for over a century, the fourth generation of the Peckham family has built an organization that promises a safe and sustainable future that will allow it to grow and guide for the next 100 years.



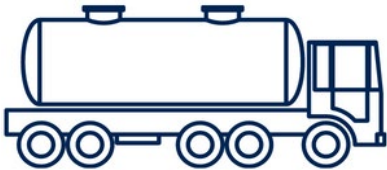
Pleasant Valley, NY Quarry and HMA plant



# Peckham by the Numbers



Founded in 1924 in  
White Plains, NY



Liquid Asphalt  
Terminals



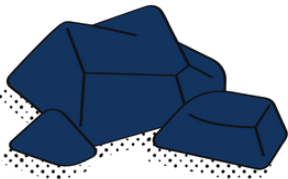
Precast  
Concrete  
Facility



Operations  
throughout the  
Northeast



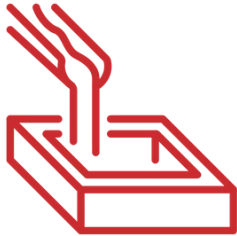
Headquartered in  
Brewster, NY



Aggregate Facilities



Hot Mix Asphalt Plants



Concrete  
Plants



Fourth generation  
Family-Owned  
Business



1000+  
Members



60% of Board members are  
nonmanagement & independent  
50% of Board members are  
women



Road  
Construction Divisions



Quality  
Control  
Labs



# Celebrating 100 Years of Mastery and Dedication

**Over one hundred years ago, Peckham Industries was founded by Bill Peckham, a timekeeper at a local construction company. Over the last century hundreds of timekeepers, operators, laborers, drivers, and more have chosen to grow with our family.**

Compulsive tinkerers came and stayed for 30, 40, and sometimes over 50 years making continuous improvements with great impacts. Multiple generations of families have joined us to serve our customers and communities. There are few companies out there who can say the same. The passion and dedication of our members created countless opportunities for our collective family to grow to more than 1,000 people today. We are humbled and extraordinarily grateful to everyone who has chosen to join the Peckham Family to improve our business, support our communities, and maintain our family by choice culture. We are equally grateful to our customers and vendors who have supported us through both challenging and exciting times. It is our great privilege to mark this milestone with you, 100 years later, as together we pave the way for generations to come.

Peckham hosted the party of the century to celebrate the centennial in New York City, where Bill Peckham hosted the company's 25th anniversary in 1949. The weekend was filled with food, activities, a boat cruise and a spectacular gala at the Museum of Natural History. Over 1,100 Peckham members and their families gathered through the weekend to celebrate. It was an incredible way to commemorate this milestone. Additionally, throughout the summer and fall of 2024, Peckham hosted regional open-house style celebrations at the Westfield, MA, Shaftsbury, VT, and Hudson Falls and Pleasant Valley, NY locations. These events were open to the local community and were filled with food, games, activities, raffles, and prizes. Each event totaled over 500 attendees, and many donations were made in support of local organizations and food pantries in each area. The events were hugely successful and were a great way for the Peckham Family to thank and support the communities that have supported our business for the past 100 years.



# PII Leadership



Damian Murphy  
President & CEO



Peter Barrett  
Asst VP Operational  
Excellence



Eric Belman  
VP Business  
Development



Jeff Belval  
VP Materials



Alan Corr  
CFO



Dan Flannery  
Asst VP Equipment  
Management



Will Hadeka  
Regional Manager



Jen Harvey  
VP and General  
Counsel



Jonathan Kirk  
General Manager  
Dailey Precast



Gary Metcalf  
VP Sales &  
Marketing



Parker Mills  
VP Construction



Greg Peckham  
Manager



Peter Simoneau  
VP Performance &  
Integration



Anand Sud  
VP HR



Chris Suttmeier  
VP PARCO



Matt Webb  
CIO



Bob Yaremko  
VP EHS & Technical  
Services



# The Peckham Way

## PECKHAM BY YOUR SIDE

### OUR GUIDING PRINCIPLE

We believe that our “Family by Choice” delivers value as the trusted supplier of construction materials, products and services in the communities we serve.

### OUR MISSION

We empower our people to provide value that serves members’ purpose, customers’ growth, and communities’ interests. We educate, innovate, and apply technology in a way that is safe, sustainable, inclusive and profitable.



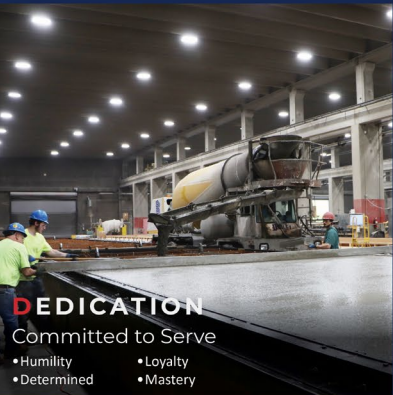
**SAFETY**  
Protect Family & Friends

- Obligated
- Communicate
- Focused
- Safety Always Wins



**INTEGRITY**  
Our Word is Our Bond

- Honesty and Truth
- Transparency and Learning
- Respect and Engage
- Ownership and Caring



**DEDICATION**  
Committed to Serve

- Humility
- Loyalty
- Determined
- Mastery



**EFFICIENCY**  
Results Matter

- Compulsive Tinkering
- Innovation
- Measurement
- Work-life Rhythm

MASTERY • LOYALTY • EXPERIENCE • INNOVATION

## Peckham By Your SIDE

### SAFETY

PROTECT FAMILY & FRIENDS

**Communicate**

- Actively listen, connect often, and embrace feedback.
- Engage and inspire action- reinforce our values and why they matter.

**Transparency and Learning**

- Admit mistakes and learn from them.
- Stay fact based and rational in times of uncertainty and crisis.

**Ownership and Caring**

- Behave like you own it.
- Act when we see something wrong.

### INTEGRITY

OUR WORD IS OUR BOND

**Determined**

- Show determination and drive in getting the job done with high quality outcomes.
- Work with intensity- always going the extra mile.

**Mastery**

- Continuously seek to improve- be the best we can be.
- Educate and provide challenging, developmental opportunities- enable others to be all they can be.

### DEDICATION

COMMITTED TO SERVE

**Measurement**

- Develop standard operating procedures to enable performance and growth.
- Utilize agreed upon metrics to drive continuous improvement and performance.

**Compulsive Tinkering**

- Continuously seek to improve our value proposition.
- Effectively debate and align around a decision- best ideas win.

**Respect and Engage**

- Treat all members of the team equally by nurturing an environment that is diverse, inclusive, and fair.
- Show genuine concern for people and their wellbeing.

**Innovation**

- Remain open to new ways of doing things- actively experiment, leverage technology and engage new ideas.
- Empower people to effectively execute and challenge the status quo.

**Obligated**

- Utilize the appropriate tools, protocols and procedures to be effective.
- Take personal responsibility- lead by example.

**Honesty and Truth**

- Always act with honesty and tell the truth.
- Provide full disclosure- state the good and the bad.

**Focused**

- Make our values an everyday mindset.
- Be intentional in your actions.

**Loyalty**

- Treat fellow members with respect.
- Convey in actions and words, a sense of ownership and passion for the company.

**Safety Always Wins**

- Promote an environment free from any type of harm or harassment.
- Have a zero-incident attitude.

**Mastery**

- Continuously seek to improve- be the best we can be.
- Educate and provide challenging, developmental opportunities- enable others to be all they can be.

**Humility**

- Put others first.
- Collaborate- working together to solve challenges as one team.

### EFFICIENCY

RESULTS MATTER

**Work Life Rhythm**

- Seek opportunities to recognize, reward and celebrate.
- Create value through member engagement, sustainability and stakeholder partnerships.



# Our Products

## Aggregates

Aggregates are made up of primarily crushed stone, sand, and gravel that are vital to the construction of housing, schools, hospitals, roads and highways. The aggregates industry, literally the foundation of our nation's infrastructure, is a significant contributor to the economic wellbeing of our country.

## Hot/Warm Mix Asphalt

Hot and warm mix asphalt is made up of approximately 95% aggregates, asphalt binder, additives, and modifiers used in roads, highways, parking lots and driveways. Of the 2.8 million miles of paved roads in the U.S., about 94% are surfaced with asphalt.

## Liquid Asphalt & Emulsions

PARCO distributes liquid asphalt to both external customers and Peckham owned hot/warm mix asphalt plants. Asphalt is a petroleum product that is used as the binding agent in hot/warm mix asphalt. We manufacture asphalt emulsions which are composed of asphalt, water, and an emulsifying agent which is then used in road resurfacing projects.

## Road Construction Services

Our services include consultation, paving of all types, site work, maintenance, surface treatments, full depth reclamation and cold in-place recycling (CIPR). Our reclamation and CIPR processes reduce road maintenance costs and greenhouse gas emissions, while conserving natural resources and fuel.

## Precast Concrete

Precast concrete is designed and manufactured in our Shaftsbury, VT plant where we specialize in projects such as parking garages, building exteriors, and sports stadiums.

## Ready-Mix Concrete

Ready-Mix concrete is made up of aggregate, cement, additives and water that create a durable, strong, water-tight product, making it a desirable material for construction projects such as buildings, sewer systems, tunnels, home foundations, driveways and sidewalks.

## Recycled Materials

Recycled materials are made from previously used concrete, asphalt, rock and brick. After careful inspection, these materials are re-crushed and sized to meet customer needs and specifications for other uses.

# Recognizing our Members with 30+ years in 2024

## 30 Years

Joanne Dzibela, Central Office

Ronald Graves, Oxford

Christopher Hoyt, Oxford

Todd Sampson, Palmer

Danny Durfee, Trucking Aggs.

Joseph Drenzo, Westfield

## 35 Years

Louis Merkle, Athens

Scott Raymond, Chestertown

Russell LaChapelle, Hudson Falls

Neal Lewis, Peckham Road Paving

Scott Smith, Peckham Road Paving

## 40 Years

Robert Yaremko, Central Office

Harold Labatt, Hoosick

Peter Barrett, Palmer

Donna Siggelkow, Pleasant Valley

Harold Niles III, Precast

## 45 Years

Marc Chenier, Hudson Falls



# Recognizing our Members with 30+ years in 2025

## 30 Years

Steven Nichols, Trucking Aggs.

Phillip Baccomo, Carmel

Joseph Salvon, Westfield

Nancy Boisseau, Pochassic

Victor Francisco, Palmer

Jeffrey Belval, Central Office

## 40 Years

Gary Metcalf, Central Office

Gary Garver, Middletown

Randall Pyrro, Palmer



# Environmental

- OUR COMMITMENT
- THE ROAD FORWARD
- PECKHAM'S ROAD FORWARD
- SUSTAINABILITY STATISTICS
- ENVIRONMENTAL PRODUCT DECLARATIONS
- HUDSON FALLS RAMP MODIFICATION
- SPRINGFIELD HMA PLANT UPGRADE
- VT ENERGY EFFICIENCY PROJECT AWARD
- HEAT EXCHANGER UPGRADE
- EQUIPMENT INITIATIVES



Athens, NY Terminal



# Our Commitment

Peckham Industries, Inc. is committed to operating in an environmentally responsible and safe manner, reporting our performance with respect to key sustainability metrics, as well as embedding our sustainability practices and goals into our corporate environmental strategy. All aspects of our sustainability approach, including environmental stewardship, are an integral part of Peckham's annual planning process and day-to-day business. We strive to safely and sustainably manage our business while pursuing our environmental and economic objectives. Peckham has robust governance and oversight in place as it relates to environmental matters, including climate change-related issues. We place day-to-day responsibility for compliance with our operations management and view it as an important part of our ongoing strategy. In this regard:

- We have strong oversight of environmental matters at all levels; operations, management, and the Board of Directors.
- We view sustainability as a part of both our day-to-day and long-term strategies, and as a driver of our ability to create value.
- We strive for continuous improvements in our environmental performance and consider it as an avenue to create new business opportunities.
- Our stewardship programs are guided by a combination of industry best practices, innovative operational improvements, and the use of clean technologies.
- We include environmental matters in our management discussions and goals.

Various aspects of our business are highly regulated by governmental standards and permitting requirements related to air emissions, water discharges, waste management, noise and dust control, land use and other environmental matters. It is our policy to continually meet and, where possible, exceed compliance with applicable environmental laws and regulations. We also continually invest in new or upgraded equipment and processes to maintain compliance. For example, at our Wingdale Materials facility, we recently invested in a Hybrid Technology front-end loader that consumes significantly less diesel than traditional loaders.



**"We strive for continuous improvements in our environmental performance and also consider it as an avenue to create new business opportunities."**

**-Jason Kappel  
Director of Technical Services**

# Our Commitment

To achieve our environmental-related goals, we employ several full-time environmental professionals and managers with significant expertise in environmental compliance and sustainability who are credentialed as follows:

- Most hold degrees in various engineering disciplines or environmental-related sciences, including mining and civil engineering, geology, and environmental science.
- Many are members of, or occupy leadership positions in, industry associations and hold professional certifications that require continuing education and training.
- Many of our environmental professionals and operations managers are outdoorspeople with a keen interest in wildlife and habitat conservation, as evidenced by their active memberships in organizations such as the Boy Scouts, Kayaking Clubs, and the Wildlife Habitat Council.

Our operations are subject to both periodic self-audits as well as regular inspections by regulatory authorities, and our internal practices and procedures often go beyond regulatory requirements. As we have responsibly grown our business, we have maintained our focus on these goals by prioritizing environmental stewardship and compliance during integration. In the sections that follow, we further detail our performance with respect to various issues that are, or may be, material to our business. This includes the issue of climate change-related risks and goals, which are increasingly important considerations for our business. Specifically, we provide important information regarding the carbon footprint of our overall business and detail the important steps we have taken, and plan to take, in reducing the carbon intensity of our operations.



**Jason Kappel**  
**Director of Technical  
Services**



**Kevin DeSilva**  
**Environmental  
Compliance Manager**



**Kyle Crossett**  
**Property Manager**



**Jonathan Crowley**  
**Environmental Technician**



**Jordan Miller**  
**Environmental Specialist**



**Mark Pfaff**  
**Quarry Engineer**



# The Road Forward

## About the Road Forward

An initiative of the National Asphalt Pavement Association, The Road Forward: A Vision for Net Zero Carbon Emissions for the Asphalt Pavement Industry calls on the U.S. asphalt community to advance technologies, products, and processes to achieve net zero carbon emissions by 2050. Launched in January 2022, the multi-year effort will engage, educate, and empower the U.S. asphalt community to produce and construct net zero carbon emission asphalt pavements.



## Sponsorship

Since May 2022 through this year, Peckham has continued to sponsor NAPA's Road Forward Program. The Road Forward allows Peckham to unite with others across the country to help move the paving industry forward in carbon emissions reduction. Sponsorship helps fund the ongoing research and education aiding the entire U.S. asphalt industry in achieving net zero carbon emission asphalt production and construction by 2050.



**“Since 1924, our company’s foundation has been built on family values, and we are committed to building a sustainable future for our members, customers, and communities for generations to come. The Road Forward allows us to unite across the country to help move our industry forward as we pave the way to a sustainable future.”**

**-Will Hadeka  
Regional Manager**

# Peckham's Road Forward

## Greenhouse Gas Emissions

We are committed to understanding and to calculating both our Direct and Indirect greenhouse gas emissions. Direct greenhouse gas (GHG) emissions are those that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, aggregate dryers, mobile equipment). Indirect emissions are CO2 emissions associated with the purchase of electricity, heating, or cooling, etc. Although indirect emissions physically occur at an offsite facility where they are generated, they are accounted for in an organization's GHG inventory because they are a result of the organization's energy use. Peckham recently performed a baseline CO2 emission calculation for all facility operations for the calendar years 2023 and 2024.

With multiple years of emissions estimates in-hand, we will now work to establish goals that align with industry-wide efforts to reduce GHG emissions. For example, several other construction aggregates businesses are looking to achieve carbon emission neutrality by 2050 for Direct emissions, and carbon neutrality for Indirect emissions by 2030. Peckham will determine our realistic goals after we have calculated our company-wide footprint for both Direct and Indirect emissions based on 2023 and 2024 data. As a company, Peckham emitted 232,736 tons of CO2 in calendar year 2023 across all lines of business. Calendar years 2025 and 2026 will be summarized in the 2027 edition of Peckham's ESG report.





# Peckham's Road Forward

In our aggregates product line, being the largest of our businesses, the primary source of direct GHG emissions is the consumption of diesel fuel in our mining operations. The same is largely true of our ready-mixed concrete products, as well as our asphalt and paving services, which have similar mobile combustion sources, including off-road and on-road equipment. Several of the hot mix asphalt facilities also utilize recycled (spec oil) as a fuel to dry and heat aggregate. The use of spec oil is the highest contributor of CO2 emissions at these facilities. These businesses also use natural gas in their processes, and those emissions, while considerably smaller than their diesel-related emissions, are included in Peckham's total carbon footprint.

In an effort to reduce GHG emissions, we have made significant investments in restructuring the company to focus on business lines and right-sizing our operations in terms of equipment and labor. These changes result in operations using fewer pieces of equipment and shorter haul distances from the mine to the crushing plant (e.g., see the Wingdale Stope project).



Village of Austerlitz Chip Sealing

# Peckham's Road Forward

Our roadmap to achieving GHG emission reduction goals, although as-of-yet still being defined, includes numerous actions we can employ, through current or recent investments and operational improvements, as well as future steps we are evaluating, including:

*Use of additional alternative fuels, including the purchase of energy from wind and other renewables sources:*

- Investigation of the use of B99 Biodiesel.
- Evaluating both wind and solar power projects at our various facilities.
- Capital investments in more efficient, lower emission transportation systems, and material conveyance systems, such as conveyor beltlines in our quarries.
- Right-sizing trucks and installing fleet management software.
- Currently, we are using a hybrid wheel loaders in multiple locations. Initial results are promising with less fuel used in this piece of equipment versus a comparable traditional diesel loader.
- Making continued upgrades to our mobile equipment fleets to newer, cleaner burning equipment
- Regarding energy procurement (Indirect GHG emissions), we engaged NRG, our energy supplier, about green alternatives to how we currently purchase energy. On the electric side of things, NRG can provide Renewable Energy Credits (RECs) that a company receives when committing to purchasing power from renewable sources of generation (solar, wind, etc.).
- On the natural gas side, NRG offers carbon offsets. A carbon offset represents one metric ton (mT) of carbon emissions avoided or captured from the atmosphere. Carbon offset purchases help fund projects that avoid or reduce greenhouse gas emissions in the atmosphere. The projects we could support are third-party verified by Verified Carbon Standard or Climate Action Reserve to guarantee that the emission reductions are real, permanent, and verified.



# Peckham's Road Forward

## Operational Improvements:

- Warm mix technology – We have implemented warm mix technology in terms of both additives and reduced temperatures in our HMA facilities across the company and will continue to pursue this avenue to reduce energy consumption and emissions in the production of bituminous concrete products.
- Higher RAP content – We continually work with various State DOTs in order to advocate for the use of higher RAP content in our bituminous concrete products. Higher RAP content directly correlates to the use of less liquid asphalt and less virgin aggregate in our bituminous concrete products.
- Blue smoke capture- Blue smoke capture systems reduce fugitive emissions at various points throughout a hot mix asphalt plant.

## Leadership positions in industry and advocacy associations that support actions to control climate change:

- Participating in working groups at the national level, such as NAPA's Road Forward/Sustainability Committee to remain at the cutting edge of available technologies and Best Management Practices.
- Development of Environmental Product Declarations (EPDs) using NAPA's EPD calculator for various products.





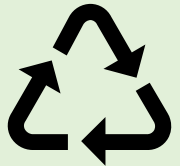
# 2024 Sustainability Stats

## RECYCLED PAVEMENT



- 1.19 million total square yards of pavement recycled in place
  - 542,000 square yards of cold in-place recycling
  - 577,000 square yards of full depth reclamation

## RAP & RUCARBS



- 503,767 tons of RAP usage which accounts for 21% of total HMA production
- 181,937 tons of recycled RUCARBs (concrete, asphalt, rock, brick)

## HMA PLANT & ASPHALT TERMINAL FUEL TYPE



- Natural gas in 65% of plants
- Recycled oil in 30% of plants



CIPR, Argyle, NY



# Environmental Product Declarations (EPDs)

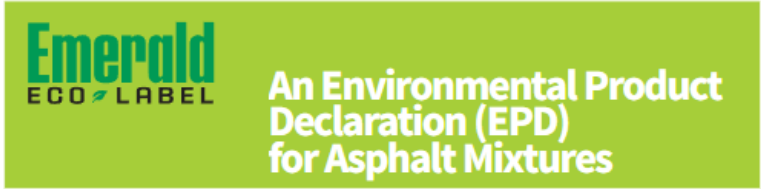
Environmental Product Declarations (EPDs) are regulated documents that contain detailed information about the possible environmental impacts of a product and include key metrics like global warming potential (GWP), ozone depletion potential, acidification potential, eutrophication potential, energy use, and smog potential. Introduced in 2023 and will be implemented by both NYSDOT and MASSDOT at the start of 2025, EPDs will be required for all projects over 8,000 tons of asphalt and 200 cy of concrete to bid on state jobs.

In line with the company’s commitment to sustainability efforts, Peckham participated in NAPA’s EPD benchmarking initiative to get a regional understanding of EPDs, contributing energy and production data from 17 plants across 5 states.

Throughout 2024, we focused on creating EPDs that cover the environmental impact of the cradle-to-gate phase of a product’s life cycle. With tools provided by NAPA and Eco Emerald, Peckham’s Environmental Department collaborated closely with members from both the Quality Control and Material teams to create a comprehensive library of over 800 EPDs spanning across Peckham’s Hot Mix Asphalt plants. These EPDs will continue to be updated as we further pursue plant efficiencies and new energy use data becomes available each year.



| GSA IRA Limits for<br>Low Embodied Carbon Asphalt - May 16, 2023<br>(EPD-Reported GWPs, in kilograms of carbon dioxide equivalent per metric ton - kgCO <sub>2</sub> e/ t) |               |                           |
|--|---------------|---------------------------|
| Top 20% Limit  | Top 40% Limit | Better Than Average Limit |
| 55.4   | 64.8          | 72.6                      |



**Company Information**  
Peckham Industries is an asphalt mixture producer.  
#24 Bedford, NY, a stationary asphalt plant at  
281 Rte 117 Bypass Rd, Bedford Hills, NY 10507,  
USA



**Product Description**  
This EPD reports the potential environmental impacts and additional environmental information for an asphalt mixture, which falls under the United Nations Standard Products and Services Code 30111509. Asphalt mixtures are typically incorporated as part of the structure of a roadway, parking lot, driveway, airfield, bike lane, pedestrian path, railroad track bed, or recreational surface.  
Mix Name: 2024: 9.5mm WMA (15% RAP) 64E-22  
Specification Entity: NYSDOT  
Specification: NYSDOT Standard Specifications Section 404  
Gradation Type: dense  
Mix Design Method: superpave  
Nominal Maximum Aggregate Size: 9.5 mm  
Performance Grade of Asphalt Binder: PG 64E-22  
Customer [Project/Contract] Number: Not Reported  
This mix producer categorizes this product as a Warm Mix Asphalt (WMA) asphalt mixture produced using chemical additive. This asphalt mixture was produced within a temperature range of 129 to 146°C (265.0 to 295.0°F). Energy and environmental impacts are based on a plant's average performance over a 12-month period and are not adjusted for mix-specific production temperatures.



This declaration is an EPD in accordance with ISO 14025:2006<sup>2</sup> and ISO 21930:2017<sup>2</sup>. The PCR is Product Category Rules for Asphalt Mixtures<sup>3,4</sup>. This EPD transparently describes the potential environmental impacts associated with the identified life cycle stages of the described product.  
Declaration Number: 40.125.6197 v1      Software Version: 2.2.0  
Date of Issue: Oct. 10, 2024      Period of Validity: March 31, 2027  
This EPD is valid for asphalt mixtures produced at the location indicated on this page. Data used to inform this EPD reflect plant operations from a 12-month period beginning on Jan. 1, 2023.  
This EPD can be found at <https://asphalt.epd.org/epd/d/GZUZeZ/>  
LCA performed by: Ben Ciavola, PhD

# Hudson Falls Ramp Modification

At the Hudson Falls Quarry, the company redesigned the haul road ramp configuration with a focus on maximizing reserve extraction and reducing the risk of future relocations. Proper haul road design is essential to efficient pit development and truck performance, and the new configuration adheres to best practices by maintaining a grade of no more than 10%, eliminating uneven “waves” in the road surface, and minimizing the number of curves, turns, and switchbacks throughout the hauling route. Factoring in these considerations when redesigning the haul road, minimizes fuel consumption, reduces CO2 emissions, and aligns with our sustainability goals.

Additionally, the straighter, smoother, and well-graded ramp reduces tire wear and powertrain fatigue while enhancing truck cycle times, ensuring optimal equipment performance and prolonging the lifespan of resources.







# Springfield HMA Plant Upgrades

In line with our company's commitment to sustainability, we implemented significant energy efficiency upgrades at the Springfield HMA plant, guided by an Eversource QGM scoping study, in which Eversource scopes out the feasibility and potential issues to building a new power generation facility. These upgrades included enhancing our liquid asphalt storage tanks and system, increasing storage capacity to reduce man hours and improve load-time flexibility. The construction division also benefited from a broader range of materials on-site, enabling us to better meet the needs of both the MA and CT DOT. Workplace safety was further enhanced through automation, reducing member exposure to heated equipment.

From an environmental perspective, the project incorporated Variable Frequency Drives (VFDs) to lower electricity consumption and upgraded tank insulation with 6" wraps, exceeding the industry standard of 4". Blue smoke condensers were installed to capture emissions, and two aging hot oil heaters will be replaced with a more efficient 2 MMBtu natural gas-fired unit featuring a stack economizer to recover heat for reuse. These measures deliver both energy savings and environmental benefits, demonstrating our dedication to reducing our carbon footprint.

In addition, the Eversource study identified other energy-saving opportunities, such as paving under stockpiles to minimize moisture and fuel use, switching the entire site to LED lighting, and improving insulation throughout the plant. These initiatives, combined with the energy-focused upgrades, reflect our commitment to sustainability by improving operational efficiency, reducing environmental impact, and ensuring a safer workplace for our members.

These improvements are also essential in our efforts to pursue Energy Star certification at our Springfield location and will serve as a template that we can extend to other HMA plants to improve their energy efficiency as well. As the reduction in energy use proves out in forthcoming energy data, Peckham will be able to add the Springfield HMA plant to the roster of nationally recognized Energy Star certified facilities.



# VT Energy Efficiency Project Award

In 2023, Peckham's Precast facility received an award from the state of Vermont at the Best Practices Expo, recognizing our commitment to sustainability and energy conservation efforts. As part of our ongoing focus on environmental sustainability, Dailey Precast examined the performance of a fixed-speed 75hp compressor and considered a Variable Frequency Drive (VFD) upgrade. During this process, we took the opportunity to implement several sustainability initiatives, including a comprehensive leak audit.

We lacked data on the facility's air consumption, so a CDI meter was installed on a compressor line to track air usage. The analysis revealed that our compressor capacity was nearly 2.5 times greater than what was needed to meet demand. Additionally, the leak audit identified and addressed air losses valued at \$7,500 per year. Armed with this data, we were able to reassess our equipment and move forward with the proper sizing of a new compressor, resulting in significant potential savings on our electricity bill and a reduction in overall site energy consumption. Having this data readily accessible enables us to make more sustainable decisions, improve energy efficiency, and be more aware of our environmental impact moving forward.



| METRIC                              | VALUE       |
|-------------------------------------|-------------|
| 75 HP Fixed Speed Annual Energy Use | 285,168 kWh |
| 30 HP VFD Annual Energy Use         | 37,907 kWh  |
| Annual Energy Savings               | 247,261 kWh |
| Annual Cost Savings                 | \$35,301    |
| Payback                             | 9 Months    |

Best Practices Exchange 2023

## Energy Leadership Awards

**WINNER** Impact

DAILEY PRECAST, LLC  
A PECKHAM FAMILY COMPANY

**~\$66,000**  
in savings per year

Dailey Precast, LLC | Shaftsbury, VT

Dailey Precast specializes in the design and manufacturing of quality precast/prestressed concrete products for parking structures, building exteriors, and sports stadiums throughout the Northeast. So much machinery, time, labor, and energy are involved in creating crushed aggregate that it can become a costly product. With COVID, labor shortages, and rising fuel costs, Dailey corporate tasked site leadership with finding ways to reduce operational expenses.

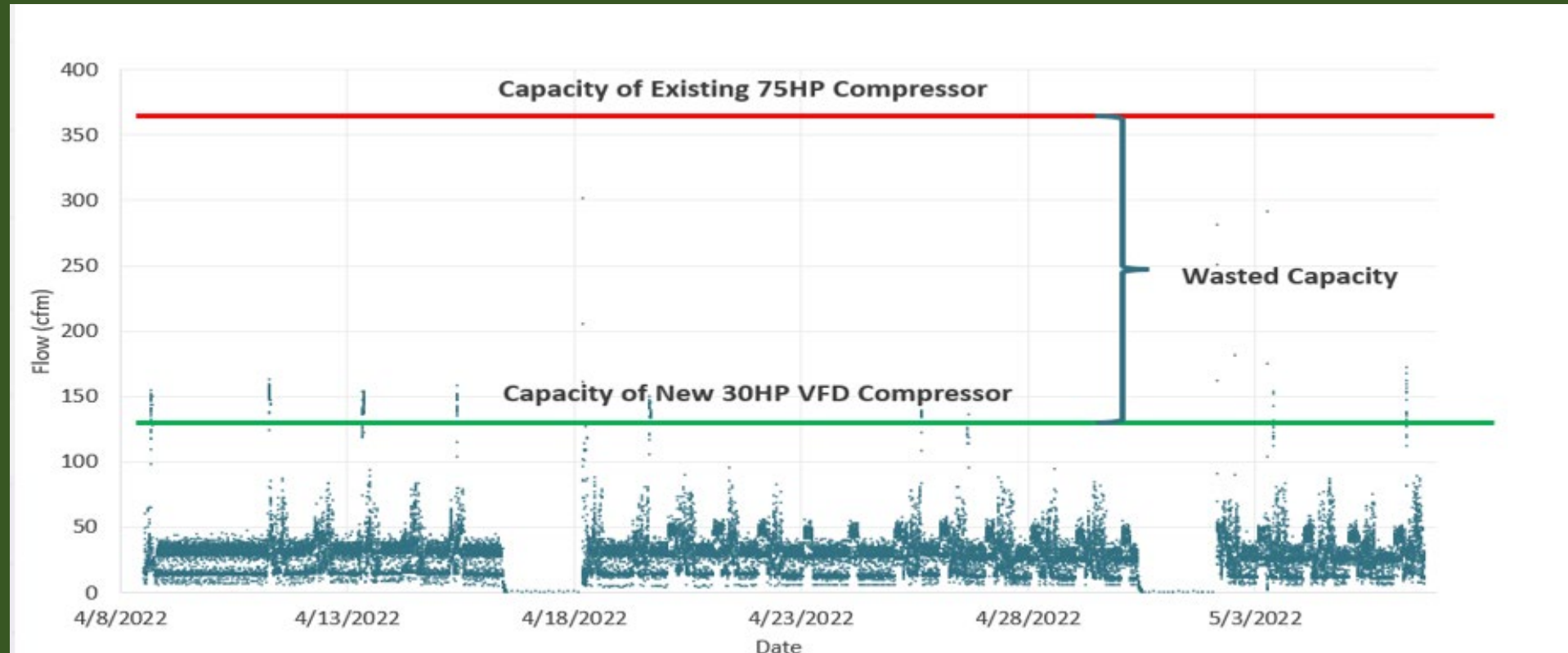
The first improvement made was the replacement of the plant's fluorescent high-bay lighting with LED technology. In addition to efficiency gains, the new lighting provides a safer work environment and far less maintenance over the life of the equipment. Next, the plant used metering and data analytics to inform the replacement of a 75 hp compressor with a 30 hp variable frequency drive (VFD) unit, right-sizing the compressed air system to the plant load. A compressed air leak audit was also completed with subsequent repairs providing additional cost and maintenance savings. With financial support from Efficiency Vermont, the ROI of these combined projects was < 1-year simple payback.

Other focus areas include ongoing motor optimization and proper VFD applications across the precast operation. The sum of these efforts, completed during a pandemic, highlights the commitment from Dailey Precast to continuous energy improvement and building a more sustainable future.



# Data Driven Decisions

Future compressed air projects are being explored at the Precast facility's sandblast operation. Initial data shows that switching from a diesel 150hp compressor to a 75hp electric variable-speed compressor could reduce CFM requirements by nearly 50%. Having this data readily accessible enables us to make more sustainable decisions, improve energy efficiency, and be more aware of our environmental impact. This change supports our sustainability goals by lowering our carbon footprint, removing a hydrocarbon-fueled compressor from the site, and optimizing energy consumption.



# Heat Exchanger Upgrade

PARCO has achieved significant advancements in sustainability and economic viability through strategic upgrades to its asphalt storage and transportation systems. The installation of a heat exchanger minimized heat loss, saving 192,480,000 BTUs annually and significantly reducing operational costs. Vapor recovery systems further enhanced environmental performance by improving air quality, reducing emissions, and mitigating nuisance odors.

These initiatives have also positively impacted member well-being, saving over 100 man-hours of overtime and promoting a healthier work-life rhythm. Together, these measures showcase our commitment to energy efficiency, environmental sustainability, and fostering a workplace culture that values both economic and human well-being.





# Our Commitment

Peckham's Equipment Division is dedicated to maintaining the highest standards of safety and operational integrity in all aspects of equipment management. We are committed to providing reliable, well-maintained equipment that supports the efficiency and productivity of the entire organization. Through our continuous improvement, we ensure that our equipment meets the needs of our company and upholds our commitment to excellence.



# Equipment Efficiency Initiatives

Our commitment to Peckham's ESG principles are reflected in our daily operations and yearly planning:

- Reduce overall pieces of heavy equipment while gaining higher productivity
- Continue implementing Certified REMAN units each year
- Continue to invest in "XE advanced electrification" machinery
- Utilizing telematics technology to drive data driven decisions

Overall reduction in company equipment each year:

- 2023: **27** pieces
- 2024: **219** pieces
- 2025: **85+** pieces expected to be sold

Key benefits

- Increase productivity with less overall assets for a better True Ownership Cost (T.O.C.)
- Analyzing each site specifically allows for "right size" equipment choices to maximize productivity and reduce costly idle time
- Significant reduction in fuel burn and CO2
- Reduction in fleet supports stronger strategic partnerships with our key vendors
- Better inventory controls in place to help avoid costly shelf stock.





# Equipment Efficiency Initiatives: CAT Certified REMAN in Action

Since 1973 CAT has engineered quarry equipment to be rebuilt from their core

There are REMAN units in our territory with over 100,000 frame hours still in use with the CAT REMAN program

## CAT REMAN facts compared to the manufacture of new components:

EMITS 65-87% less greenhouse gas process

Consumes 65-87% less energy

Uses 80-90% less new materials

50-65% less money than a new unit

2022: CAT collected 140 million pounds of used equipment parts through end-of-life returns

Engineered to have several lives on original frames

Peckham has utilized this program for the past 15 years

# Equipment Efficiency Initiatives: CAT Certified REMAN in Action



982 M Wingdale  
Before



982 M Wingdale  
After



During



# Equipment Efficiency Initiatives: Investing in XE Electric Drive Advanced Technology

Peckham has (6) “XE” Loaders and adding (3) more in 2025

## Key Benefits:

- 35% improvement in fuel efficiency over traditional power shift M models
- 25% less maintenance costs
- 11-12% less CO2 measured at tailpipe
- Meets emissions standards without sacrificing performance
- 4 Point operator safety harness
- Tire pressure analysis from inside the cab resulting in better fuel efficiency and increased tire life
- New for 2025 Collision Avoidance system

## 980 XE

- 82-990 Springfield, MA
- 82-991 Bronx, NY
- 82-981 Chestertown, NY

## 982 XE

- 82-978 Westfield, MA
- 82-979 Oxford, MA

## 988 K XE

- 82-980 Wingdale, NY



# Social

- HEALTH AND SAFETY
- OUR PEOPLE
- NEIGHBORS AND COMMUNITY



Peckham members with NYS congressmen  
at the Rensselaer, NY terminal





# Health and Safety

- SAFETY IS OUR OBLIGATION
- INITIATIVES DRIVING SUCCESS: MEMBER ENGAGEMENT, TRAINING, MEMBER RECOGNITION
- THE ROAD TO ZERO
- JAMES M. CHRISTIE SAFETY & HEALTH PROFESSIONAL OF THE YEAR AWARD



Post- Safety Stand Down Mongaup Valley, NY

# Safety is Our Obligation

The Safety & Health of our members, neighbors, customers and vendors is a core value at Peckham Industries; not just words on paper, but our obligation to get every one home safely every day.

We live by our Safety Charter and are constantly looking for new ways to make improvements in order to create a safe and risk-free working environment. All members are empowered to stop an unsafe task and are expected to do so.

Our goal is Zero incidents, period! We are steadily moving towards that goal, celebrating and recognizing milestones along the way. We are truly a family; family looks after and takes care of each other – there is nothing that we do that is more important than the welfare of our members and the communities we operate in. We are committed to making Peckham a world class organization and the ultimate construction materials employer in the Northeast, safety is a cornerstone of that effort.



**"We are committed to making Peckham a world class performer and the ultimate construction materials employer in the Northeast, safety is a cornerstone of that effort."**

**-Steve Benton,  
Corporate Director of Safety**



# Initiatives Driving Success: Member Engagement

Member engagement has become the backbone of our safety culture. We rely not only on members to identify risks and hazards in their work areas, but equally as important, working with us to create a solution to mitigate or ideally, eliminate risks.

The Peckham Engagement Plan (PEP), our behavior-based safety initiative, was started in 2022. Since then, our members have performed thousands of observations each year, centered around daily tasks highlighting safe or unsafe behavior. The PEP process focuses on member engagement as those closest to the risk, are closest to the solution. The true strength behind the initiative is identifying a corrective action and the sharing of the PEP across all business lines throughout the organization.

Our safety journey is continuous with members driven by continuous tinkering looking for improvements, watching out for each other, driving to our goal of zero incidents.



**Steve Benton**  
Director of Safety



**Lou Merkle**  
Asst. Director of Safety



**Sue Kortoba**  
Senior Safety Manager



**Kyle Roberts**  
Safety Manager



**Mark Brayton**  
Safety Coordinator



**Jim Wilborn**  
Fleet Safety Manager



**James Comerford**  
Safety Manager



**Jeff Reynolds**  
Safety Manager



**Heather Ross**  
Safety Coordinator



# Initiatives Driving Success: Training

Member safety training has morphed into Safety Summits and continues to underpin our success. During the 2024 preseason, we conducted 30 training sessions, including MSHA refreshers, Peckham Engagement Program (PEP) lessons, Peckham Road Corp. and Palmer Paving Corp. construction focused events, rigging, MSHA supervisory, first aid/CPR/AED, defensive driving, air brake and tire safety. All told, every member attended at least one training session, and in many cases, several.

The trainings combine Peckham safety staff and our members, vendors, and guest speakers, making for fresh topics and customized curriculum each year. The result is a refreshed and enthusiastic start to the production season.

We complement the preseason training with toolbox talks, daily huddles and events throughout the year, including a series of safety stand down events that coincide with Memorial Day, Independence Day, and Labor Day. These events provide the chance to re-focus following a long weekend and engage our members on the potential risks and hazards, along with solutions, to prevent injuries and accidents. In addition, Dailey Precast hosts a safety day specific to their operations using a similar format from the other company trainings.

As we expand and make advancements, we will look for new opportunities to provide more specific and higher-level content in order to continuously educate all our members.





# Initiatives Driving Success: Member Recognition Drives Engagement

We annually recognize business lines and individual members for achieving superior safety performance. The Joe Wildermuth Safety Champion award goes to a member that routinely displays a high level of leadership and enthusiasm in supporting and building our safety culture, particularly amongst their peers. In addition, the member must have worked injury free for the year and not incurred any motor vehicle or equipment related incidents. The award was named after Joe Wildermuth shortly following his retirement, as Joe was a staunch supporter of the Peckham safety program throughout his long tenured career.

The Hot Mix Asphalt line of business was awarded the coveted Peckham trophy for their overall safety performance, as they have worked for the last three years in a row, almost 600,000 hours, without an injury.

Quarries are recognized following a citation free MSHA inspection; we had seven such inspections in 2024: Palmer, Westfield, West Stockbridge, Hudson Falls, Amherst, Charlestown and Chestertown.

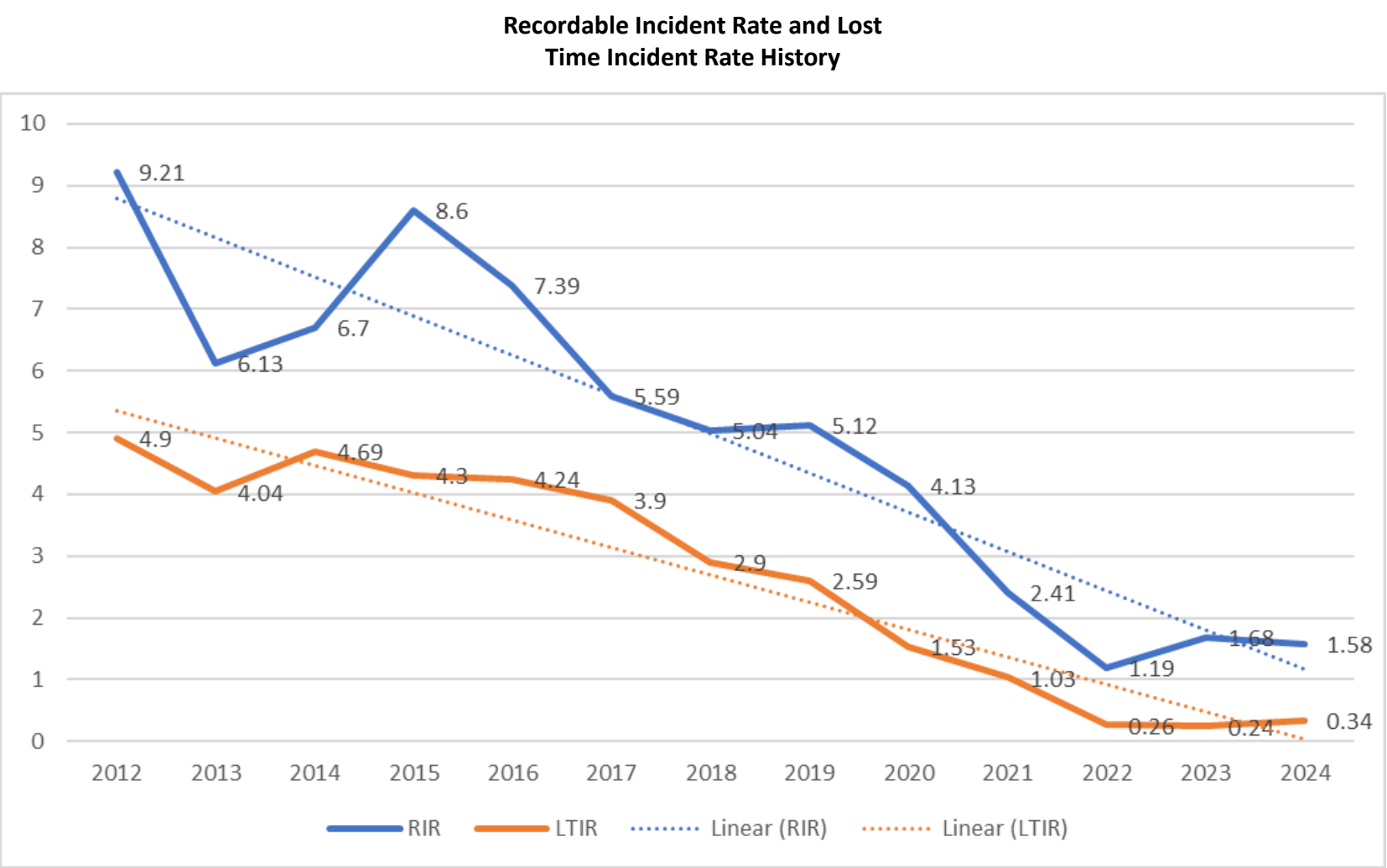
In 2024, the majority of individual operations worked the entire year without an incident, totaling over 1,106,000 hours. In addition, throughout the year, we look to recognize members that go over and above to contribute to the Peckham Way, which holds safety as a value and cornerstone to its success. Those members are displayed on Netpresenter TVs in all facilities and recognized by their peers and Peckham members throughout the Northeast.



# The Road to Zero

We continue to make great strides towards our ultimate goal of Achieving Zero. Since 2015, we have achieved year over year improvements and the percent change has been dramatic. Now the challenge becomes a little more difficult, as the low hanging fruit is gone and we look to eliminate all member injuries – the good news, we know we can do it. Why? Because we are already doing it in 88% (1,106,000 hours) of our operations throughout the company in 2024.

We have moved from a traditional approach of solely site inspections, monitoring lagging indicators, and reactive solutions, to a more progressive culture of engagement, leading indicators, and member-driven identification of risk and prescribed solutions. So far, so good, as our recent member survey indicates that 93.5% of all members are inspired to work safely every day.





# James M. Christie Safety & Health Professional of the Year Award

Steve Benton, our Corporate Director of Safety, was awarded the James M. Christie Safety & Health Professional of the Year Award at the 2024 NSSGA Legislative Policy Forum in Washington DC. This award honors individuals who have made significant contributions to promoting proactive safety and health practices in the industry.

Steve is highly regarded for his strong dedication to safety. His leadership in the NSSGA's Health & Safety Committee has played a crucial role in promoting safety initiatives throughout the organization. Some key accomplishments of his include developing a safety charter that applies across the company and leading an annual refresher training for all members. These efforts have significantly enhanced our commitment to maintaining a safe working environment.

Thanks to Steve's efforts, we are nearing world-class safety performance levels, with impressive reductions in both recordable incident rates and lost time incident rates. Additionally, 60% of our members are now trained in lifesaving first-aid techniques, reflecting the strong safety culture that Steve has built.







# Our People

- DEVELOPING OUR MEMBERS
- NEW MEMBER ONBOARDING
- MEMBER EXPERIENCE
- HEALTH AND WELLBEING
- WOMEN AT PECKHAM
- GRADUATE LEADERSHIP DEVELOPMENT PROGRAM



2025 QC Season Kickoff Meeting



# Developing Our Members

We continue to invest in developing our members and further embedding the Peckham Way with our growth and recent acquisitions. One of those investments involves bringing together cross business and functional members from our various field operations to discuss, and for newer members, to learn about the Peckham Way. The two-day investment involves getting together at our corporate office in Brewster to meet with senior members of the management team and to discuss what it means to live the Peckham Way, and a second day to visit a site and observe our operations and “Family By Choice” values in action.



Anand Sud  
Chief HR Officer



Gina Ferrucci  
Senior HR Manager



Heather Guare  
C & B Manager



Colin Gleason  
HR IT Partner



Joanne Dzibela  
TA Administrator



Jennifer Hess  
TA Manager



Katelin Geisinger  
Recruiter



Chloe Spigner  
HR Specialist



Jenna Schnitzer  
HR Leader



Erika Yaremko  
HR Specialist



Gina Freitas  
Benefits Specialist



Ariana Morin  
Benefits Administrator



# Developing Our Members

Leadership training is critical for developing our members, particularly those whose roles involve leading and developing others to reach mastery. After several cohorts of first line and middle level managers completing the Peckham Management Development and Leadership Development programs, several of the training modules now feature members of the senior management as trainers and facilitators. The feedback has been very encouraging as the discussions are about the day-to-day situations and challenges managers face and learnings from others in similar situations, and how to best address them. Over 100 managers have completed the Peckham MDP and LDP training over the last few years.

Complementing our investments in leadership training, a formal mentoring program was introduced in 2024, pairing our managers with members of the senior management team. The program was designed for the duration of an entire season and was a great opportunity for building cross functional relationships and for the executives to better understand managers challenges and how they can be supported. It was also a great opportunity for managers to get an “outsider’s perspective” on the challenges they were facing and having to resolve. Based on the success of the program, another cohort of mentees will be identified for the 2025 Mentoring Program.





# New Member Onboarding

Our onboarding process plays an important role in helping our new members successfully assimilate into Peckham Industries. The Talent Acquisition team has developed an interactive New Member Orientation program where new members meet in person in Brewster to learn about the company, our values and meet with senior members of the management team to understand our history, values, and growth aspirations.

Additionally, the Talent Acquisition team has leveraged the use of technology to make it easier for supervisors and members to conduct 30-60-90-day reviews. Supervisors are able to conduct these conversations in the field and provide new members with feedback and complete a review summary in real time using their phone or tablet, making it an effective and efficient use of time.





# Member Experience



Consistent with the Peckham Way and our values, one of the member experiences that we've decided to expand upon in 2024 and going forward is having performance feedback conversations with our field members. For some years, the performance review process was among the management and office-based members, but based on past member engagement survey, our members have expressed an interest in receiving feedback. All field members will have at least an annual conversation regarding performance and career growth opportunities with their manager.

Collectively, the skills managers are able to take away and apply from the management trainings, the new member orientation, 30-60-90-day reviews, and periodic performance conversations will better enable our managers and members to be accountable for demonstrating The Peckham Way in their day-to-day work.



# Health and Well-Being

Peckham Industries wants its members and their families to have the resources to lead healthy lives and perform at their best at work, home and in their communities. In partnership with our healthcare and retirement planning providers, members are eligible for a wide variety of benefits, these include:

- Health care coverage, including medical prescription drug, dental, vision, and preventive exams and testing, and a medical tax-saving account such as flexible spending account
- Member discounted premiums with annual wellness exams.
- Life and disability insurance and discounted additional voluntary insurance benefits
- Retirement savings plans
- Time-off benefits, including vacation and holidays
- Rolling over of unused PTO into a disability bank
- Paid maternal and paid paternal leaves
- Employee Assistance Program
- Educational Assistance
- New Member Referral Program
- Employee and group discounts for a range of services





# Health and Well-Being

In 2024, the Benefits team began to engage with our members in promoting member wellbeing. Creating awareness has been the initial step of that engagement and members receive monthly briefings on a wide array of relevant topics such as nutrition, mental health, the importance of annual physicals, importance of physical fitness, breast cancer awareness, and guidance on using digital tools by our health provider to find virtual care.

Moving forward, the Benefits team will find opportunities to further member engagement on physical wellbeing and beyond, including financial wellbeing and planning for retirement given the demographics of some of our members. The Benefits team is looking forward to engage with members during the upcoming Open Enrollment season.





# Women at Peckham

In our continued journey to strengthen diversity, we've made progress by increasing our female participation in the workforce. The Construction and Materials industry as a whole is competing for female participation as the supply of female talent is scarce and industry average is trending around 11%. Here at Peckham Industries, in 2023, our female member participation was 12% of the workforce and by end 2024, we were close to 14%.

Our diversity is testimony of being a Family by Choice employer. In addition to the investments in leadership development and training, our Talent Acquisition team and members of senior management continue to participate in career fairs at colleges to increase our pipeline of female talent and become a more inclusive employer.





# Graduate Leadership Development Program

We continue to benefit from our internship program that has served as a robust pipeline of talent where we have converted our interns to members in several lines of businesses and functions. Taking a longer term and strategic approach, a Graduate Leadership Development Program (GLDP) was introduced in 2023 for recent and fresh graduates the opportunity to pursue a career in the Construction and Materials industry and the opportunities available at Peckham Industries. The two-year rotational program is coming to close, and we will soon see our graduates from the program taking on senior specialist and manager roles in the Construction, Materials and Sales lines of businesses and functions to name a few. The GLDP also serves as an opportunity to attract and nurture female talent that may have interest in roles in our industry for but may be unfamiliar on the opportunities in an industry like ours.



2024 Summer Interns



## MATERIALS GRADUATE LEADERSHIP DEVELOPMENT PROGRAM



Join Peckham Industries and realize your purpose! We are a “family by choice” company that delivers value as the trusted supplier of construction materials, products, and services in the communities we serve.

Peckham’s graduate leadership development program has been designed to develop future leaders in the materials businesses. Upon completion, you will have the opportunity to assume the role of Assistant Plant Manager in one of our many locations.

**Join Us!**



(914) 730-2428



[www.peckham.com](http://www.peckham.com)





# Neighbors & Community

- COMMITTED TO OUR COMMUNITIES
- COMMUNITY OUTREACH
- DONATIONS AND CHARITABLE GIVING
- BLOOD DRIVES
- POLLINATOR GARDENS
- PECKHAM FAMILY FOUNDATION





# Committed To Our Communities

Dedication and commitment to serving the very communities in which the Peckham family of companies live and work in is ingrained in our company culture. For over 100 years, we have focused on growing and building our community relationships through meaningful communications and support. Our company and its dedicated members are committed to giving back to the communities where we operate. We engage by listening, learning, sharing and receiving constructive feedback regarding our operations. Working together with our neighbors we are constantly tinkering with ways to improve safety around our facilities, reduce our carbon footprint and pave the way for sustainable offerings.

United by The Peckham Way, with core values of Safety, Integrity, Dedication and Efficiency our members build loyal relationships within our communities and deliver results on their promises. Each year, Peckham gives back to our communities through events such as blood drives, food drives, toy drives, and open houses, all while providing local sponsorships for community events, along with financial donations through the Peckham Family Foundation.

At Peckham, we believe that being a good neighbor goes beyond just business, it's about creating positive change in our communities and building long lasting relationships, with one good deed at a time.



**“At Peckham, we believe that being a good neighbor goes beyond just business, it’s about creating positive change in our communities and building long lasting relationships, with one good deed at a time”**

**-Bob Yaremko,  
VP of EHS & Technical  
Services**



# Community Outreach

Our company demonstrates a strong commitment to environmental and community well-being through meaningful initiatives. The Westfield River Cleanup showcased our dedication to preserving natural resources by engaging members in hands-on efforts to improve the local environment. Similarly, the Brewster Bee Committee and Athens bee apiaries contributed to sustainability by collecting and selling honey, with proceeds supporting vital organizations like the Putnam/Northern Westchester Women's Resource Center and the Columbia Greene Humane Society. At the 100th Open House events in Shaftsbury, Pleasant Valley, Westfield, and Hudson Falls, we partnered with local groups to strengthen community ties, reflecting our core value of fostering positive relationships in every region we serve.



## WESTFIELD RIVER CLEANUP 4/29/23



PLEASE JOIN US IN VOLUNTEERING  
TO HELP CLEAN UP THE WESTFIELD  
RIVER

*Meet at parking lot across from  
Westfield School of Music, at end  
of Meadow St. 9AM*





# Donations & Charitable Giving

Reflective of our company's commitment to bettering our community, we've had the privilege of supporting various charitable initiatives. We've participated in a range of food and toy drives, such as the Mayflower Marathon Thanksgiving Food Drive since 2021, benefiting the Open Pantry in Springfield, MA. Additionally, the Brewster drive helped donate over 500 non-perishable items to the Brewster Community Food Pantry, while both Pleasant Valley and Miozzi further supported local food pantries. Our toy drives in Wingdale, Brewster, and Mongaup spread holiday cheer, underscoring our dedication to positive community impact.

Moreover, we proudly contributed to the Breast Cancer Awareness Scarf Drive and Hudson Falls Raffle, raising funds for Miles of Hope Breast Cancer Foundation who supports individuals affected by the disease throughout the Hudson Valley. Our Miozzi teams also partnered with RICAN, volunteering to provide holiday food and gifts, alongside a monetary donation to assist our neighbors in need.

Additionally, we recently had the honor of supporting those impacted by the California wildfires through a donation facilitated by JZRL International. Together, all of these efforts demonstrate how our company remains deeply aligned with the values of generosity, community engagement, and making a lasting, positive impact.



Westfield Toy Drive



Miozzi Food Drive



# Blood Drives

Peckham is proud to host ongoing blood drives each year as part of our commitment to giving back and supporting the well-being of our communities. This past year we have partnered with the Red Cross and New York Blood Center holding blood drives at our Brewster and Pleasant Valley offices. These blood drives provide an opportunity for members, partners, and local community members to contribute to a critical cause that saves lives. This initiative reflects our deep commitment to supporting our community, extending our impact beyond business operations to address a vital need.

By hosting these blood drives, we aim to inspire a culture of care and collective responsibility with our members that supports the health and well-being of both our local and global communities.



Brewster



Pleasant Valley



# Pollinator Gardens

Our pollinator garden projects managed by members at plants such as Pleasant Valley, NY and West Stockbridge, MA reflect a commitment to elevating biodiversity through thoughtful design and the use of native plants. The gardens contain pollinator-friendly plant species that grow to support essential pollinators like hummingbirds, bees, and butterflies, whose natural habitats are currently at risk. They also utilize local materials such as uprooted tree roots and leftover quarry rocks to create habitats for insects and small animals to maximize ecological benefits. Designed with plants that bloom across different seasons, each garden is its own representation of significant efforts to battle habitat loss and promote conservation. The gardens have served as an educational pillar for local communities to learn that any act of conservation matters, and for the hope that others are inspired to construct their own gardens.



West Stockbridge, MA



Pollinator Gardens



Girl Scouts helping at Pleasant Valley, NY



# Peckham Family Foundation

Our Foundation has worked with local communities to identify needs and provide assistance to facilitate change and encourage growth. Grants provided by the Foundation have supported a wide range of initiatives including environmental causes, arts in education, as well as support for underserved populations with a goal of enhancing the quality of life in local communities.

As of today, the Foundation has donated to over 125 organizations, such as: Northern Westchester Hospital, Hudson Valley Shakespeare Festival, Youth Theater Interactions, Wildlife Conservation Society, Willie Ross School For The Deaf, Athens Cultural Arts Center, IUOE Local 137 Scholarship Fund, Upstate Foundation, Adirondack Marathon Distance Festival, Community Center of Northern Westchester, United Way of Northern Westchester, Yonkers Film Festival, Hudson Valley Shakespeare Festival, and the Katonah Museum Of Art.





# Governance

- ABOUT THE PECKHAM BOARD
- GOVERNANCE
- BOARD COMMITTEES
- THE PECKHAM BOARD MEMBERS



Northern Lights in Wingdale, NY



# About the Peckham Board

The Peckham family shareholders are supported by an independent and diverse board. The Peckham Board consists of 10 members: three family members (John, Amy, and Hillary Peckham), the CEO (Damian Murphy) and six independent directors, currently three men and three women. Board members serve terms of three years each – up to a total term limit of nine years. For a private company, the Peckham Board is relatively sophisticated with a Lead Independent Director, high functioning committees, executive sessions, board evaluations, a robust risk-reporting template and accompanying process, talent succession planning and ongoing strategy reviews. The company is an NACD (National Association of Corporate Directors) full board member. Peckham Industries has developed a culture of responsible corporate activity and is dedicated to ethical business behavior at all levels within the company. The Peckham Family believes strong corporate governance is the foundation for delivering on our company commitments based on the values that are embedded in the Peckham Way.

**60%** Board members are nonmanagement and independent

**50%** Board members are women

# Governance

Our Board of Directors plays an integral role in determining our strategic priorities, has direct oversight of corporate risks, and considers ESG goals an integral part of its function while basing actions and decisions on the highest ethical standard. Our Corporate Governance Guidelines define the framework within which the Board, through its committees, directs the affairs of Peckham Industries.

We are proud of the diversity of our Board. With six independent directors, half of directors are women. Our directors are diverse in their skills and experiences in industry, operations, financial, information technology or other attributes.

Peckham has three standing committees of the board – Nominating and Governance, Audit, and Leadership Development and Compensation. In addition to these standing committees, Peckham has established the Information Technology and Cyber Subcommittee (of the Audit Committee), the Retirement Subcommittee (of the Nominating and Governance Committee) and a Board Working Group on ESG. These specialized committees allow the Board to fine tune its attention to these areas of interest and risk while matching the unique skills of Board members with an area of focus.



# Governance & Nominating Committee

The purposes and goals of this Committee are to assist the Board of Directors in providing guidance and oversight of the strategic direction and initiatives of the enterprise, review and determine the skill sets and experience of current Board members, recruit for Board consideration nominees who can provide skills and experience of value to the enterprise, and work in conjunction with the Executive Compensation and Leadership Development Committee to formulate and execute the CEO's succession plan.

## Audit Committee

The purpose of the Audit Committee is to assist the Board of Directors in its oversight of the Company's financial reporting and internal controls.

# Executive Compensation & Leadership Development Committee

The purpose of the Compensation committee is to review and approve the Company's compensation and benefits policies and objectives. This committee also determines whether the Company's officers, directors, and members are compensated according to those policies and objectives. This committee also executes the Board's duty to determine the compensation of the Company's executives who are in the Board oversight category, as determined by the Board. Additionally, this committee will carry out the responsibility of the Board related to leadership development of the Company's executive officers, other members that are determined by the committee, and the Company's Board of Directors, as well as other related matters.



# The Peckham Board Members



**Sal Calta** launched Calta Consulting LLC in February 2016, helping both small and large businesses transform for growth and efficiency. Previously, Sal was a Senior Executive at IBM, retiring in 2015 after a successful 36-year long career that included Product Development, Supply Chain, Business Transformation and Information Technology. He most recently was the company's VP of business transformation, helping IBM re-invent itself in the era of Agile and Cognitive technologies. Sal then served as GuideWell and Florida Blue's interim Chief Information Officer from May to November 2015, applying years of business transformation experience to help GuideWell/ Florida Blue advance its Health Care Innovation Journey. This 6-month role serves as a model for Sal's new consulting business, helping any company navigate a challenging business transition. Sal previously served on the Board of the Dutchess County Regional Chamber of Commerce, and currently serves on the Board of Directors for Peckham Industries.



**Amy George** joined Terex Corporation, a \$4 Billion global manufacturer of aerial work platforms and materials processing machinery, in 2007 and is currently the SVP HR, Chief Human Resources Officer. Prior to her role as CHRO, she was the Chief Talent and Diversity Officer at the company. Amy was employed by PepsiCo from 1997-2007 and held a variety of leadership roles in Human Resources, culminating in her position as Vice President, Global Diversity. Prior to that, Amy was employed from 1987-1997 at James River Corporation, now Georgia Pacific, where she held management positions in a variety of functions, including Sales, General Management, Customer Administration and Human Resources. She began her career in Human Resources at Chesebrough-Ponds. Amy holds a BA from Brown University and an MBA from the Johnson School at Cornell University. Amy is delighted to have been named to the Board of Directors of Peckham Industries as of 2022. She is an active volunteer in her community and has been a member of the Board of Directors of the Boys and Girls Club of Stamford since 2012. She is also an emeritus member of the Advisory Council at Cornell's Johnson School.



**Steven Lant** was employed by Central Hudson Gas and Electric Corporation, Inc. from 1980 until his retirement in 2014. He served in a number of leadership positions including Chief Financial Officer from 1999 to 2004 and Chief Executive Officer from 2004 until 2014. He also served as Chairman of the Board and CEO of Central Hudson's parent Company, C H Energy Group Inc., a publicly-traded diversified energy company, from 2004 until its acquisition by Fortis, Inc. in 2013. Steven has served in a number of leadership roles with nonprofit corporations, including Chair of HeathQuest, the Hudson Valley Economic Development Corporation, The United Way of Dutchess County and Rehab Programs Inc. He has also served as CEO of the United Way of the Dutchess-Orange Region and on the boards of the Edison Electric Institute and The Business Council of New York State. Steven currently serves as a board member and Chair of the Finance Committee of NuVance, a seven-hospital system serving the Hudson Valley and western Connecticut, the Marist/NuVance School of Medicine, and Peckham Industries, Inc. Steve also serves as a lecturer in the Executive Leadership program sponsored by the Dutchess County Regional Chamber of Commerce. Steve earned a B.A. and M.A. in Economics from the University at Albany.

# The Peckham Board Members



**Jan Marshall** currently serves as an Executive Coach and Consultant for jlm Coaching & Consulting, in addition to currently serving on the Board of Directors for Peckham Industries since 2018. Prior to joining the Board of Directors for Peckham Industries, from 2017 to 2019 Jan served as a member of the Board of Directors for Junior Achievement, a nonprofit organization in California. Jan's professional experience includes serving as the CIO of Cubic Corporation from 2014 to 2019 and in an earlier stint as an Executive Coach and Consultant for jlm Coaching and Consulting, LLC from 2012 to 2014. Jan also served as the CIO for Southwest Airlines, Inc. from 2006 to 2012. Jan's additional professional experience includes serving as VP and Consultant for The Feld Group/EDS, the AVP of Burlington Northern Santa Fe Railroad and PepsiCo, Inc., where her career began. Jan received her bachelor's degree in Psychological Sciences from Purdue University and her MBA and MIS from the University of Dallas.



**Damian Murphy** was appointed President and CEO of Peckham Industries, Inc. in April 2021. Damian joined Peckham Industries after a 25-year career in the construction materials sector, working with both public and privately held companies. Most recently, Damian founded OPL Advisors, an advisory firm to the industry. In that role, he served client needs in succession planning, organizational and talent development, strategic market approaches, operational improvement and acquisition planning, negotiation, and integration. Additionally, Damian was focused on the development and application of technology and innovation in the sector. Before OPL Advisors, Damian was part of the founding team at Summit Materials and served as regional president through its growth, initial public offering (IPO), and continued expansion. Damian focused on aggregates, cement, asphalt, concrete, and waste management while at Summit Materials. He was also a primary developer of the acquisition pipeline and led the integration of acquired businesses into the Summit Materials portfolio. Damian was a key leader in creating and sustaining the Summit Materials culture. Damian also served in company and regional president roles for Oldcastle-CRH in the mid-Atlantic and Midwest regions. Before that, he served as vice president of Aggregate Industries' Rocky Mountain region, responsible for aggregates and hot mix asphalt production and sales. Before joining Aggregate Industries, Damian worked in the mid-Atlantic for a top 10 privately held aggregate supplier and began his career in Europe. Damian has been an active member of several industry organizations throughout his career. He has served on the executive committee of the NSSGA and has served as vice president of the Colorado Rock Products Association. Damian received a Bachelor of Engineering with a concentration in Minerals Engineering from the Camborne School of Mines in the United Kingdom and holds a Master's in Business Administration from the University of Dayton, Ohio.



**Amy K. Peckham** is CEO of Etain, LLC and charged with specifically focusing on day-to-day concerns for Community Relations and Marketing. Ms. Peckham attended the Catholic University in Washington, DC, and received her bachelor's degree from Iona College, in New Rochelle, New York. Her extensive experience includes 15 years as a paralegal, and holding Corporate Secretary and Management Advisor responsibilities in Peckham Family Holdings, Inc., a family-owned construction material company operating throughout New York, where she is responsible as a board participant for policy, strategic planning and oversight, and management of land use, public relations, financing, capitalization, regulatory compliance, crisis management, and succession planning activities. Amy Peckham has served as the CEO of Etain, LLC in New York since 2015 and spearheaded Etain's successful bid for a license in the state. Amy has also assisted other companies with application processes for other states and helped Khem Organics win a license to operate in Massachusetts. Under Amy's direction, Etain has also undertaken efforts to expand to California and recently received a license in the City of Lancaster, Los Angeles County.



# The Peckham Board Members



**Hillary Peckham** is a graduate of Hamilton College and Dartmouth's Tuck Bridge Business program. After graduating Hillary founded Etain, the only women-owned cannabis business to be awarded a license in New York State in 2014. Hillary Peckham served as Chief Operations Officer of Etain, New York's only women-founded and led cannabis company. Hillary oversaw production, formulation and extraction, as well as dispensary operations and patient education. She also led all efforts related to branding, marketing, communications and government relations. Hillary managed the rapid roll-out of Etain's successful manufacturing and dispensing operations throughout the state for 7 years when Etain was one of the original five medical cannabis licensees in New York until selling the company to RIV Capital in 2022. Hillary successfully led her team and company in its sale, making it one of the largest transactions in cannabis industry history. Hillary currently serves as the Peckham Family member on the BOD. She is the proud mother of 3 children and lives in Westchester County, NY.



**John R. Peckham** serves as Chairman of the Board for Peckham Industries. Mr. Peckham, grandson of the Company's founder, began his career with the Company in 1978 as a construction superintendent. He later became Purchasing Manager and in 1981 became Executive Vice-President and Chief Financial Officer. Mr. Peckham has also been an active member of industry and community organizations. He is a member of the Moles, Seven Bridges Field Club, the Down Town Association, Union League Club and the Dorset Field Club. Mr. Peckham's past and present involvement includes: President of the Empire State Concrete and Aggregate Producers Association from 1996-1997, President of the Associated General Contractors Association, New York State Chapter from 1998-1999, Director of the AGC from 1991 to present, Director of the National Associated General Contractors, 1998 to present, Director of the Construction Industry Council, 1998 to present, Trustee of the Westchester Arts Council, 1999 to present. He currently serves as the President of the Board of Trustees and was a Trustee for The Masters School from 2004 to June 2012. He chaired the Audit Committee and the Grounds Committee. Mr. Peckham attended Chappaqua schools and The Taft School in Waterbury, Conn. He has a degree in economics from Union College in Schenectady, New York.

# The Peckham Board Members

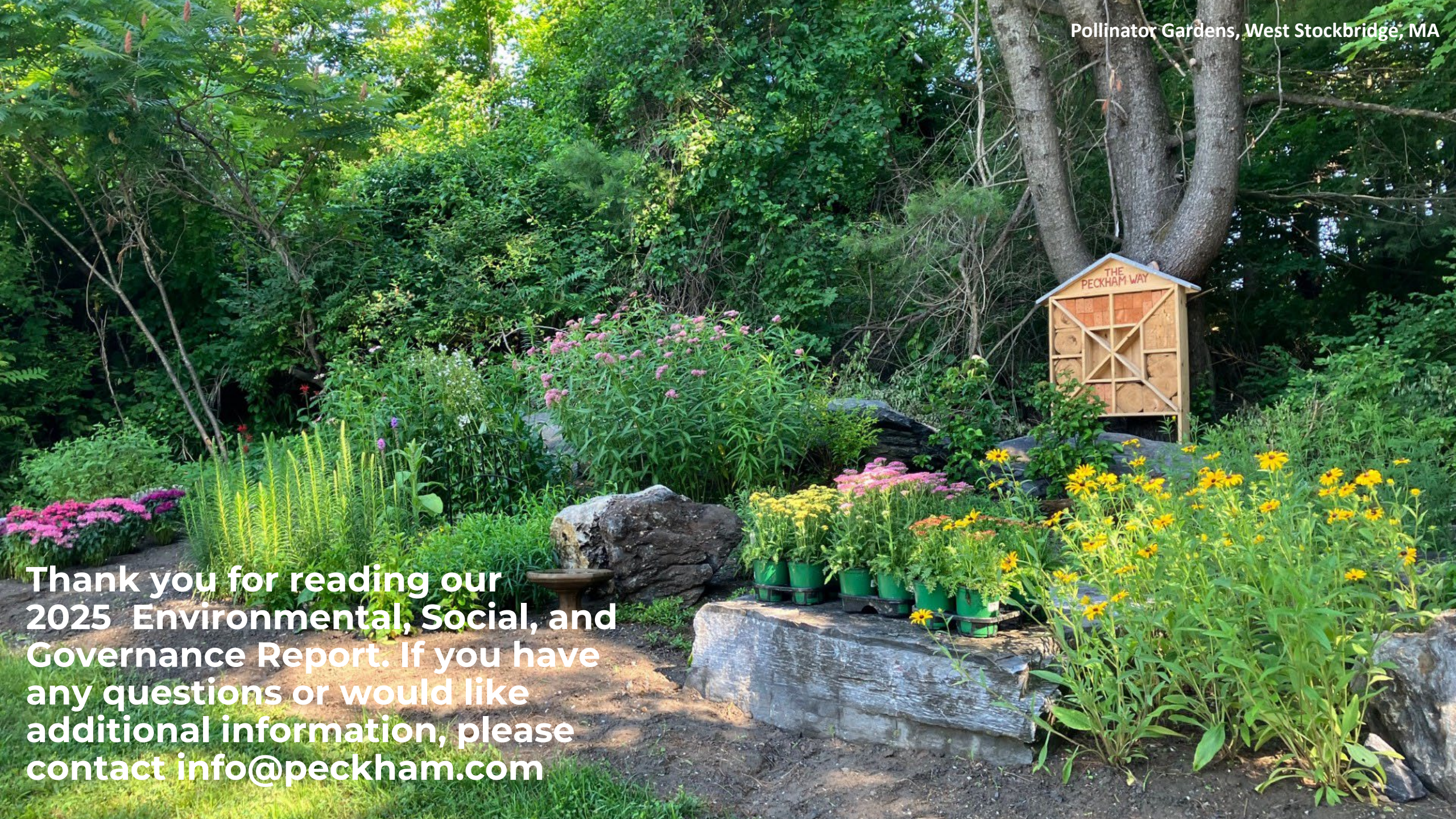


**Teresa M. Sebastian** is the founder, President and CEO of The Dominion Asset Group, a firm primarily investing in real estate and commercial ventures. She brings a macro-economic view of business from working on global expansions, shareholder activism, mergers and acquisitions, capital-raising efforts and implementation of operating efficiencies, among other transformational deals. In addition to Peckham Industries, she serves on the Boards of Kaiser Aluminum Corporation, an aluminum manufacturing company, AES Corporation, a global energy company and leader in renewable energy where she Chairs the Governance Committee, and Assemble Sound, a music production company. Teresa also serves on the Boards of the United Negro College Fund where she chairs the Audit Committee and the Nashville Symphony Orchestra where she serves as Treasurer. She previously served on the Boards of Terminix Global Holdings, Juul Labs, Inc., and the proposed Edward Jones Bank. She also previously served as SVP at Darden Restaurants, Inc, a fortune 500 company and as an executive at other global companies in the field of finance and law. Teresa is currently an adjunct faculty at the University of Michigan Law School and Vanderbilt University Law School where she teaches accounting, risk management and governance. She is also a member of the School of Literature Sciences & the Arts Dean's Advisory Council, and Co-Chairs the Diversity, Equity and Inclusion Leadership Council at the University of Michigan. In addition to being a Certified Director by the National Association of Corporate Directors, Teresa earned a bachelor's degree from the University of Michigan, an MBA from the University of North Florida's Coggin College of Business, a Juris Doctor degree, from Michigan State University College of Law and a Master of Laws degree in finance and securities from Wayne State University Law School.



**Pat Ward** spent over 20 years with Aggregate Industries across their UK and USA businesses following 7 years with Hanson in the UK. Joining Aggregate Industries in 1995, he was given the opportunity in 1999 to relocate to Denver as VP of the Colorado business. At the time of leaving the USA in 2014 to become Group Chief Executive of Aggregate Industries UK, he had responsibility for Colorado, Texas, Nevada and the Mid-Atlantic Region. In 2016 he joined Breedon Group as CEO and Executive Board Member where he led the business until 2021 when he returned to the USA. In 2022, Pat joined the Peckham Industries Board of Directors.





Thank you for reading our  
2025 Environmental, Social, and  
Governance Report. If you have  
any questions or would like  
additional information, please  
contact [info@peckham.com](mailto:info@peckham.com)