



KEEPING THE EARLY EMS MOMENTUM GOING

2014 DEQ Environmental Excellence Conference

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LUCK COMPANIES

A Virginia company established in 1923, now with 4 business units, including Luck Stone, Charles Luck Stone Centers, HarTru Sports, and Luck Development Partners.

Luck Stone became a charter member of VEEP in 2001.



LUCK STONE

All facilities entered VEEP at the E2 level

A centralized EMS was established and implemented as a pilot program

Associates began to set goals and document achievements



LUCK STONE

In 2009, two plants moved to level E3. These were our Spotsylvania and Powhatan quarries.

The EMS was firmly established, goals had been consistent, and documentation was verifiable. Associates at each facility had a good understanding of the EMS and participated in the goals.

Each plant had quantifiable numbers for recycling of potential wastes.



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In 2011, we created an Environmental Scorecard to compare the environmental compliance and sustainability procedures at each plant.

This created incentive for each plant to complete their EMS work and document the work they were doing around goals and community service.

In 2012, three more quarries moved to the E3 level.



LUCK STONE

This created momentum to have all quarries at the E3 level, and a plan was established to make sure all facilities met requirements.

Five sites reached E3 in 2013, and at least 4 more are planned for 2014.

By 2015, all quarry facilities should be E3.



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Why is VEEP important to Luck Stone?

- Recognition as an environmental steward
- Comparison to a variety of facilities, not just quarries
- Raises awareness of our values in the community and in our associates
- Environmental goals become part of the normal site activities



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What is the value of reaching E3?

- An EMS leads to greater operational efficiency and savings
- Recognition by DEQ can lead to lower permit fees
- There is flexibility in meeting the compliance limit
- Recognition in the community creates more value for the company



CHARLES LUCK STONE CENTERS

Joined VEEP Sustainability Partners program in 2012

The Centers are not a business that requires a permit, but the associates have a value of environmental stewardship and sustainability

Sustainability Partners recognizes leadership and goals for improvement that do not have to be based on permit compliance



CHARLES LUCK STONE CENTERS

Centers have created goals to track recycling, energy usage, and water usage

Interesting benefits derived from the documentation efforts

Water savings

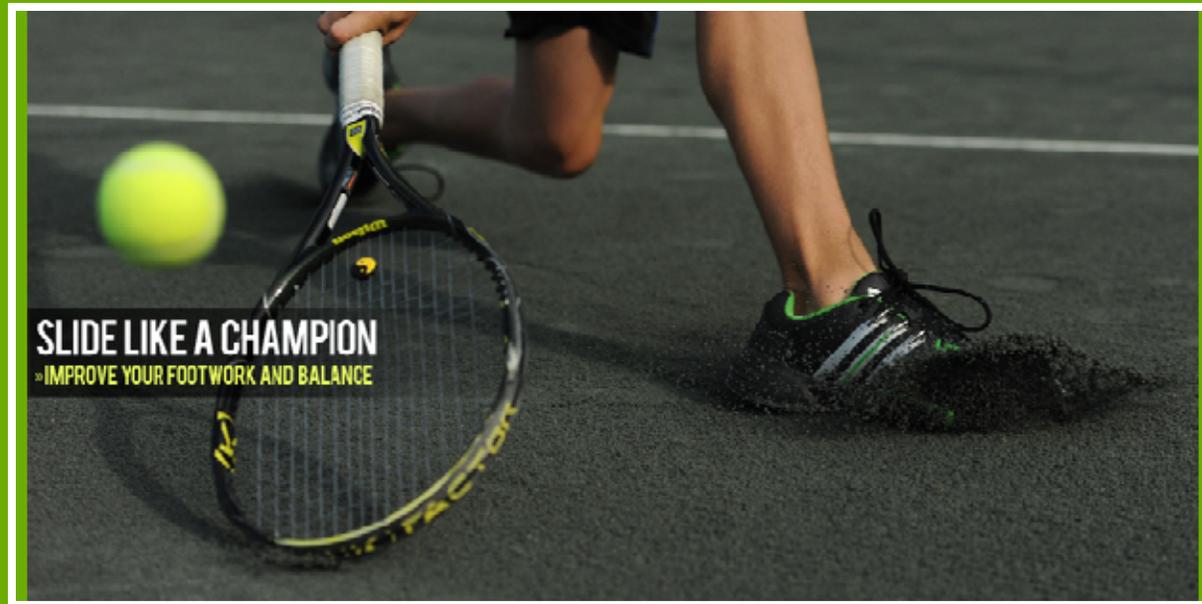


HAR-TRU SPORTS

The leading distributor of clay-court tennis surfaces

Manufactured in Fauquier County from rock mined in Charlottesville

Developing an EMS program and documenting goals



HAR-TRU SPORTS

Potential impacts from dust emissions and water runoff

Goal to reduce waste generation

Documenting their recycling, dust suppression techniques, and water usage



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Keeping the momentum and awareness going

Quarterly meetings, weekly updates, annual summaries and scorecard

All associates are involved in goal-setting, not just managers

Celebrations



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What is left to do?

- Review impacts and aspects
- Set goals and document results each year
- We have facilities that are interested in E4
- Recognize opportunities for future stewardship programs
- Share successes and provide assistance to others





Igniting Human Potential

MISSION

We will ignite human potential around the world
and positively impact the lives of others through
Values Based Leadership