



Environmental. Social. Governance.

Environmental Responsibility

At Walker Products, we understand that reducing our carbon footprint is essential to protecting the environment for future generations. That's why sustainability is at the heart of our operations.

Harnessing Renewable Energy

Our global headquarters began its solar journey in **February 2012**, with Phase One installation — the first project in Missouri to utilize 335-watt “Lifeline Solar” monocrystalline panels. This provided **30% of our facility's energy needs**.

- **Phase Two (2019):** Doubled our solar panel capacity, cutting electrical usage by nearly **70%**.
- **Phase Three (2022):** Delivered even more double-digit savings, bringing us closer to full renewable energy coverage.

Today, we are proud to say we have the capability to generate enough solar power to sustain operations 24/7/365.

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Screw Machine Specialties • 544 East Cleveland Avenue • Fruita, CO 81521 • Office 970-858-0917 Fax 970-858-0353

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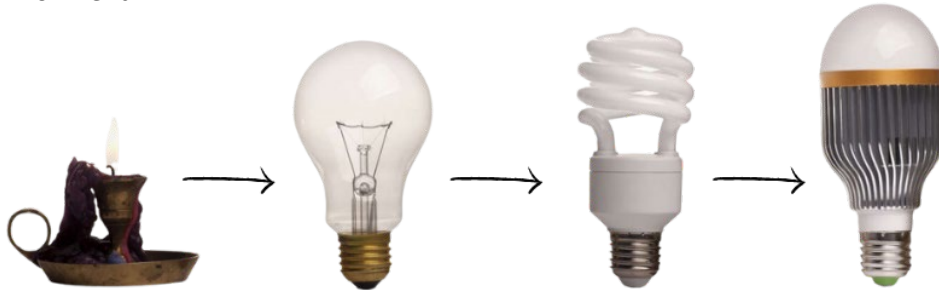
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Energy Efficiency

In **2016**, we installed more than **1,000 LED bulbs** across our facilities. Our 2022 expansion used only LED fixtures, ensuring consistent energy savings and efficiency. LED lighting not only consumes less energy and lasts longer but also eliminates hazardous materials such as mercury — making it safer for people and the environment.



Certified Environmental Management

In **2025**, Walker Products achieved **ISO 14001 Certification**, the internationally recognized standard for Environmental Management Systems. Certified by Bureau Veritas, this recognition covers both our Pacific, MO and Grand Junction, CO sites, validating our efforts in:

- Designing, developing, manufacturing, and distributing oxygen sensors, exhaust gas temperature sensors, and engine system components.
- Producing custom gaskets, stampings, assemblies, and ignition products.

This certification demonstrates our commitment to ongoing environmental stewardship, regulatory compliance, and continuous improvement.

Recycling & Waste Reduction

Responsible waste management plays a crucial role in our environmental approach. Through a comprehensive recycling program, we divert paper, plastics, glass, metal, cardboard, wood products, and even waste oils from landfills. By supporting a circular economy and working only with certified recyclers, we conserve natural resources and set an example for responsible operations.



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Social Responsibility

As a proud family-owned business, Walker Products is guided by values of honesty, integrity, and hard work. These principles shape how we treat our employees, serve our customers, and engage with our communities.

A Family-Centered Culture

Our family heritage allows us to make decisions with people in mind — prioritizing employees, customers, and communities over short-term gains. This unique foundation helps us build strong, lasting relationships based on trust and respect.

TAG: Teamwork, Appreciation, Growth

Our “TAG Line” philosophy ensures we invest in employee well-being and recognition. **TAG Day** is a company tradition where employees enjoy fun, food, and festivities to celebrate their hard work. In addition, we offer wellness programs, flexible work arrangements, and professional development opportunities to help our team thrive.



Diversity & Inclusion

We are committed to creating an inclusive workplace that respects all individuals regardless of race, ethnicity, gender, sexual orientation, age, or belief. As an equal opportunity employer, our hiring decisions are based solely on merit, experience, and qualifications. By embracing diversity, we foster creativity, innovation, and success.

Giving Back

We believe in being active participants in our communities. Our **blood drives** and **food pantry drives** directly support local hospitals and families in need. We also run an **internal clothing exchange program**, reducing waste while helping employees support one another.



Beyond our walls, we proudly support the **automotive remanufacturing industry**, which extends the lifecycle of parts and reduces environmental impact.

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Governance with Integrity

Walker Products operates with transparency and accountability under a flat organizational structure. Led by our President and Board of Directors, our teams collaborate openly to set goals, review performance, and ensure alignment across sales, marketing, engineering, and operations.

This structure fosters teamwork, empowers employees, and ensures accountability in achieving both company objectives and ESG commitments.

Sustainability & the Road Ahead

For decades, our business has been centered on **oxygen sensors** — technology critical to reducing emissions and improving air quality. The better we do our job, the cleaner the air will be.

Our sustainability strategy is rooted in three guiding principles:

- **Use less**
- **Recycle more**
- **Protect natural resources**

From solar power and LED lighting to recycling and certified environmental management, we are continuously working to minimize our footprint while maximizing positive impact.

Walker Products is proud of what we've accomplished — and even more excited about where we're going. Together, with our employees, customers, and communities, we are building a future that is cleaner, safer, and more sustainable.

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