

# BUILDING SOLID FOUNDATIONS — PARTNERING FOR STRONGER COMMUNITIES



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Martin Marietta provided about 125 thousand tons of clean stone and sand for the concrete that went into building the Neuse River Bridge in New Bern, NC. Material came from Martin Marietta's Fountain Quarry in Fountain, NC, and Clarks Quarry in New Bern, NC.

ON THE COVER: Neuse River Bridge in New Bern, NC.

PHOTO CREDIT (COVER AND THIS PAGE): North Carolina Department of Transportation.



# A MESSAGE FROM OUR CEO



**C. HOWARD NYE**

To our Neighbors, Employees, Shareholders and Other Stakeholders:

At Martin Marietta, we supply the resources needed to build the infrastructure you rely on every day. Your community. The foundation on which you live.

We take this responsibility seriously. The success we have achieved as a leading supplier of aggregates and heavy building materials has been due to our own solid and steadfast foundation. Paramount to this foundation are our seven pillars: Safety, Ethics, Our People, Operational Excellence, Customer Satisfaction, Cost Discipline and Sustainability. Our commitment to these pillars serves as the bedrock of an enduring and sustainable business that allows us to create lasting value for our neighbors, our employees, our customers, our vendors and our shareholders.

Our company's commitment to sustainability enhances our core values while making communities stronger. We understand the cascading positive benefits that come from being a responsible neighbor, employer, business partner and environmental steward. To ensure we have the greatest positive impact, we focus on four key areas:

- 1. Safe Operations**
- 2. Community Well-Being**
- 3. Employee Well-Being**
- 4. Environmental Stewardship**

At its core, Martin Marietta is a local business. What we do is critical to the welfare of your communities and you—the people who live there. We operate in more than 400 communities across the United States, Canada and the Bahamas. We are focused on making a positive local impact in each of those communities. While we are proud of our national footprint, we do not tell many national stories. We collect stories and experiences from the communities we serve, including from our local social and environmental contributions—those are the stories that truly define Martin Marietta. We are committed to continuous improvement in all areas, including reducing our environmental footprint for future generations.

*Continued on page 3 ...*


Martin Marietta is committed to environmental stewardship through activities such as stream preservation.

This report represents our initial efforts in telling that story. From our world-class safety programs and performance, to our support of education and health, and an environmental program that ensures operational excellence, we have a solid foundation and an opportunity to build upon our efforts in the future.

As a leader in our industry, we at Martin Marietta dedicate ourselves to responsible leadership as we continually look for opportunities to integrate sustainability as a core value within our business operations. We strive for continued improvement in our four key areas, as well as growth year after year, resulting in lasting value for our stakeholders and, ultimately, stronger communities. We recognize our duty as good corporate citizens to make a difference in the world in which we live, and we do so with the utmost integrity.

Thank you for your interest in our efforts.

Sincerely,



**C. Howard Nye**  
Chairman | President | Chief Executive Officer  
Martin Marietta



Martin Marietta's commitment to their seven pillars serves as a solid foundation.





## COMPANY SNAPSHOT

Martin Marietta, an American-based company and a member of the S&P 500 Index, is a leading supplier of aggregates and heavy building materials, with operations spanning 26 states, Canada, the Bahamas and the Caribbean Islands. Dedicated teams at Martin Marietta supply the resources for the roads, sidewalks and foundations on which we live. Martin Marietta's Magnesia Specialties business provides a full range of magnesium oxide, magnesium hydroxide and dolomitic lime products.



**7,200+**  
Employees



**347**  
Aggregate  
Quarries & Yards



**8**  
Asphalt Plants



**2**  
Cement Plants



**124**  
Ready Mix  
Concrete Facilities



**2**  
Magnesia Specialties  
Facilities

## PRODUCT PORTFOLIO



### AGGREGATES

A variety of aggregate types including coarse, base, washed, fine, rip rap and specialty products. Our specialty products cover a wide range, and include rail ballast and flue gas desulfurization.



### READY MIX CONCRETE

For various uses including commercial and institutional (interior and exterior concrete); residential (interior and exterior concrete); road and bridge, specializing in state and municipal concrete applications, ranging from small repairs to large infrastructure projects; and specialty types of concrete with out-of-the-ordinary properties or those produced by unusual techniques.



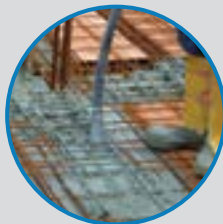
### ASPHALT

Hot mixed asphalt and cold mix/precoat asphalt offerings, as well as paving services. In a limited number of markets, Martin Marietta is a full service paving contractor serving federal, military, state departments of transportation, cities and counties, as well as private residential and commercial construction.



### CEMENT

Product offerings include Type I/II Portland Cement; Type S Masonry Cement; Martin Marietta Lightweight Cement; Class A Cement; Class C Cement; Type III Cement.



### CEMENT TREATED MATERIALS

Established products and technologies, including Cem-Lime™, Rebase™ and SuperSlurry™.

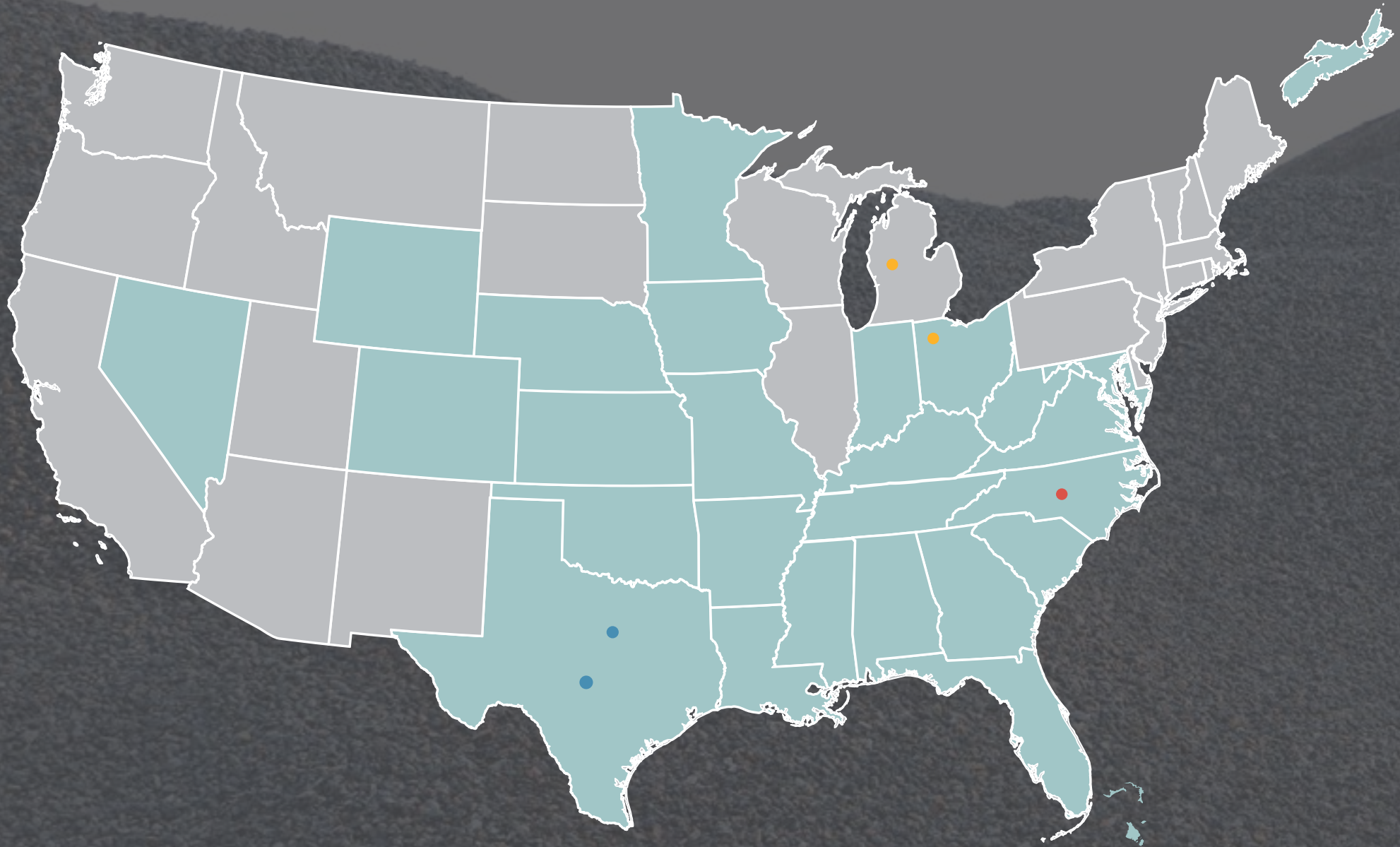


### MAGNESIA SPECIALTIES

Offerings include magnesium hydroxide slurry and powder; dolomitic lime; and a wide variety of magnesium oxide products that vary in chemistries and physical properties.



# OUR NATIONAL FOOTPRINT



■ Aggregates Business Operations

● Magnesita Specialties Facilities

● Cement Plants

● Headquarters



# OUR LOCAL COMMITMENT

## HIGHLIGHTS OF OUR POSITIVE LOCAL IMPACT



### TEXAS

Martin Marietta's **Midlothian Cement plant** was awarded the **2015 Energy Star® certification** for superior energy performance by the **United States Environmental Protection Agency (EPA)**. The award places the Midlothian Cement Plant in an exceptional category of high performing, energy efficient cement plants in the U.S., based on the EPA's strict energy efficiency performance levels through the National Energy Performance Rating System.

In Central Texas, water is a precious commodity. At Martin Marietta's **Hunter Cement plant**, the company has made a significant investment in water management by developing a **water conservation plan** in partnership with the nearby city of San Marcos. San Marcos needed to manage treated municipal wastewater, and we were able to determine that this reclaimed water met the standards the plant needed for the majority of its production-related water usage. Martin Marietta laid approximately 3,500 feet of pipe to carry the water to the plant, and has been using this reclaimed water effectively and efficiently.



### NORTH CAROLINA

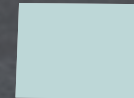
In 2015, the National Stone, Sand and Gravel Association (NSSGA) awarded several Martin Marietta teams for excellence in the areas of **safety, environmental stewardship and community involvement**. Among those honored with an Environmental Excellence Award were Mallard Creek Quarry, located in Charlotte, NC, (gold award) and Burlington Quarry, located in Burlington, NC, (silver award).

In New Bern, NC, an old Martin Marietta quarry is a reclamation success story. The old pit area was purchased by the City of New Bern and converted into a receiving facility for tertiary treated waste water.



### IOWA

Martin Marietta's **Cedar Rapids Quarry** is a proud recipient of a **Sentinels of Safety Award**, the industry's oldest and most prestigious safety honor. It was the first Sentinels award for the Des Moines district operation.



### COLORADO

For the past several years, **Martin Marietta** has supported the training efforts of first responders in the **Metro Denver** area by providing them access to aggregate quarries, ready mix plants and asphalt plants. In our ready mix plants, first responders have trained on skills including confined space rescue and collapse rescue. The fire and rescue team from Greeley, CO, uses a silo at a Martin Marietta asphalt plant to enhance their training for at-height accident recovery.



### BAHAMAS

Martin Marietta's Bahama Rock Quarry was proud to provide a significant portion of the immense Baha Mar resort project in Nassau, Bahamas. **As the largest tourism construction project in the Western Hemisphere to date**, this ambitious development was purposed as a driver of tourism and economic growth in the Bahamas, as the \$3.5 billion project created 2,600 Bahamian construction jobs and an estimated 4,000 new positions with its opening.



# OUR INITIAL REPORT

This initial 2015 Sustainability Report reflects Martin Marietta's ongoing efforts and successes in achieving a more sustainable future. Rooted in an active foundation that spans decades, including a robust safety initiative and a steadfast commitment to the *Code of Ethical Business Conduct*, overseen by the Ethics, Environment, Safety and Health Committee of our Board of Directors, Martin Marietta continues to find ways to grow its commitment to sustainability and shareholder success.

Release of this report follows a milestone in Martin Marietta's history—our acquisition of Texas Industries (TXI) in July 2014. This was a transformative time as we welcomed an additional 2,000 employees to Martin Marietta.

As Martin Marietta continues to progress and thrive, we are developing key metrics to report and assess performance across the company, including former TXI operations. Future annual sustainability reports will highlight Martin Marietta's progress in the areas of safe operations, community well-being, employee well-being and environmental stewardship. Beginning in 2016, Martin Marietta will report baseline data around our environmental impacts attributed to electricity, fuel consumption and greenhouse gas emissions. We will also indicate our targets for reducing our energy use.

We recognize that our ongoing sustainability program is vital to all stakeholders—our neighbors, employees, customers, vendors and shareholders. We especially understand our shareholder's rising interest in our sustainability program and the prominent issues that connect directly to sustainability, such as environmental, social and governance (ESG) data. We believe our attention to these issues aligns us with our shareholders' long-term interests. Sustainability excellence is not only the right thing to do but is also a key driver of shareholder value by reducing operational costs and leading to market growth for products that address the challenges of a growing population and a changing climate.

At Martin Marietta, excellence is our goal. We look forward to sharing more about our sustainability initiatives, goals and progress as we continue building upon our solid foundation of responsible and ethical business practices that has long been at the core of our operations.

## MARTIN MARIETTA'S SUSTAINABILITY APPROACH

Martin Marietta supplies the resources needed to build the infrastructure of the world – the foundation on which we live. As a steward of the Earth's resources, Martin Marietta incorporates sustainability as a core value within its business agenda.

### SAFE OPERATIONS

Protecting all who come in contact with our products and operations, and creating a culture of responsible leadership.



### COMMUNITY WELL-BEING

Committed to being a responsible neighbor and supporting the communities that are home to our operations.



### EMPLOYEE WELL-BEING

Supporting and investing in our people as they are the foundation of our success.



### ENVIRONMENTAL STEWARDSHIP

Protecting the Earth's resources and reducing our environmental impact.





# SAFE OPERATIONS

## SAFETY IS THE FOUNDATION OF OUR SUCCESS.

At Martin Marietta, we're committed to the safety of our employees, our neighbors, our suppliers and our customers. We have a fundamental duty to send our people home safely at the end of the day.

Our company-wide safety initiative, Guardian Angel, which we began in 1999, has enabled and encouraged all of our facilities to share best practices and help each other improve the safety of our operations. Employees at all levels share a commitment to the Guardian Angel creed.



Seven Martin Marietta miners were honored at the 10th annual Southeast Mine Safety and Health Conference. Each miner was presented with a 2015 Safe Miner Award for serving 40 years in the industry without a reportable injury. As pictured: John Stalcup, production manager, Alabama District; Coletta McBryde, weighmaster, Auburn Quarry (40 years); Solomon Pitts, yard loader operator, Auburn Quarry (43 years); and Paul Parsons, yard loader/dozer operator, Maylene Quarry (41 years). Additional team members honored were: James Hill Jr., loader operator, Augusta Quarry (41 years); David Hinesley, office manager, Warrenton Quarry (41 years); Cemonia Ray, loader operator, Warrenton Quarry (41 years); and Gene Ross, loader operator, Ruby Quarry (44 years).



Safety equipment is assessed prior to any job.



Martin Marietta's Ruby Quarry, located in Macon, GA, recently marked 1 million hours without a lost-time incident. The safety streak began in April 2004 and is the result of a decision-based approach to safety maintained by each of the operation's employees and supported by management.



The Martin Marietta Board of Directors is committed to the Guardian Angel Creed.  
**Back row (L-R):** William McDonald, David Maffucci, Frank Menaker, Ward Nye, Steve Zelnak and Richard Vinroot. **Front row (L-R):** Dennis Rediker, Laree Perez, Michael Quillen and Sue Cole.

## THE GUARDIAN ANGEL CREED



I am now and always will be empowered to stop any actions or processes that will endanger any other person or myself, and will do so with no fear of retribution from anyone at Martin Marietta.

I will do so because I am totally committed to working in a safe environment that my family and I know will allow me to come home safe and healthy.

## ZERO INCIDENTS. OUR GOAL EVERY DAY.

When it comes to safety, our job is never finished. ZERO is the only acceptable number when it comes to injuries. That continues to be our goal, and it is a goal that we can and will achieve. A number of our operations, both large and small, have seen ZERO as a reality. Now we are making strides to achieve this across our enterprise.





Team members at the Cedar Rapids Quarry in Ely, Iowa, celebrate their Sentinels of Safety recognition. Sponsored by the National Mining Association (NMA), the Sentinels of Safety awards are presented annually to the nation's safest mines with a minimum of 4,000 injury free hours. The awards were established in 1925 by then Commerce Secretary Herbert Hoover and remain the nation's most prestigious mining safety awards.



**DECISION-BASED SAFETY FOCUSES ON THE HUMAN ELEMENT.**

Teaching employees the correct way to work, and emphasizing safety above all other factors, allows them to operate smarter and more efficiently. With experienced, well-trained employees on the job, Martin Marietta is more efficient and best prepared to safely meet the opportunities ahead.

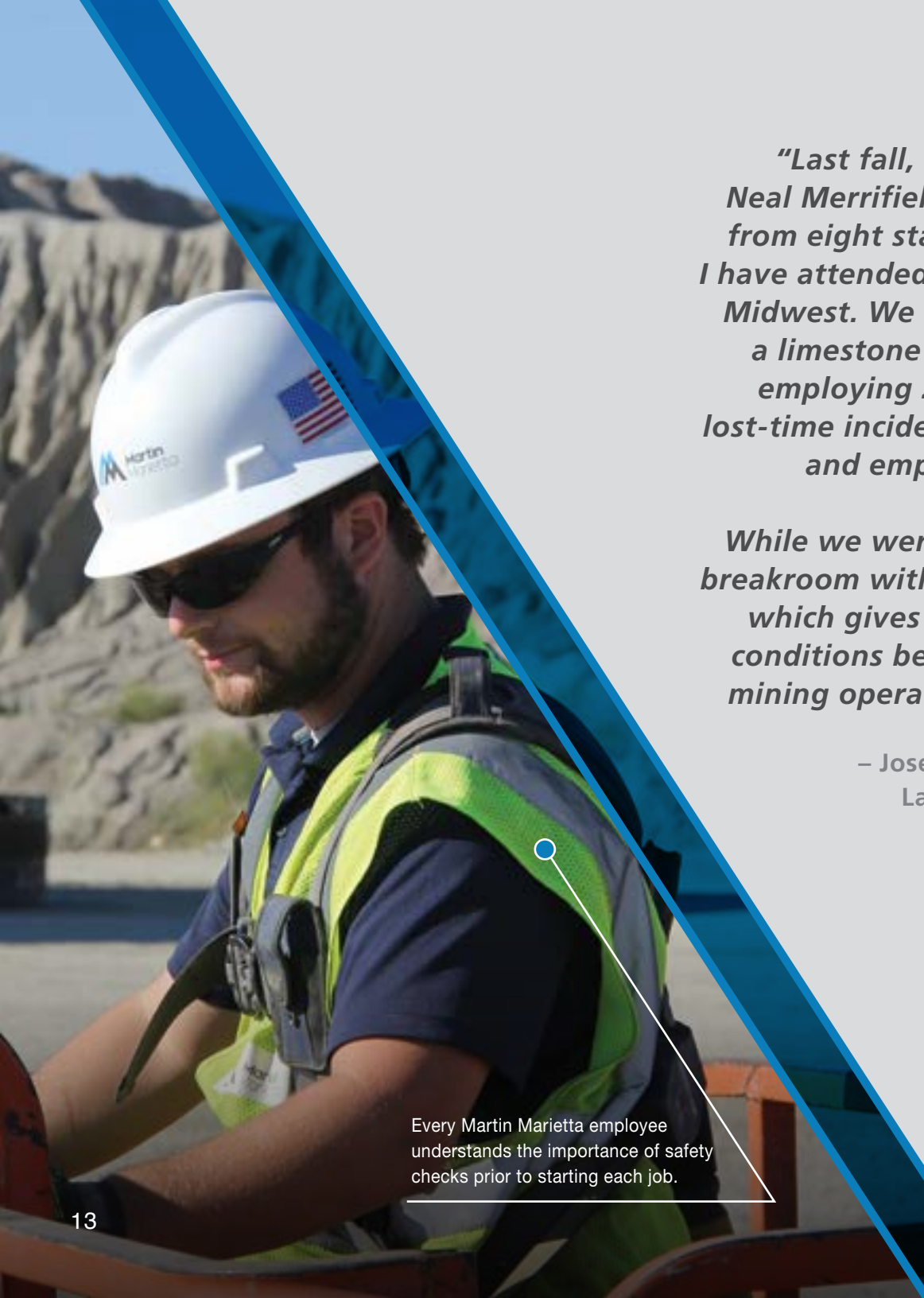


**MEDICAL MONITORING & ENVIRONMENTAL MANAGEMENT.**

The health status of our employees is central to maintaining an incident-free work

environment. We outsource environmental sampling to professional industrial hygienists and we contract with a third party to routinely conduct health evaluations of our employees for hearing, dust and diesel particulate. Hearing tests are given on an annual basis and testing for dust, silica and diesel particulate every three years (requiring a pulmonary function test and chest x-ray).

Medical monitoring and environmental sampling provides Martin Marietta the appropriate information to maintain a healthy workforce and meet regulatory requirements. The use of a third-party provider allows for maximum confidentiality of medical information and is a secure source for medical records retention.

A man wearing a white hard hat with a logo and an American flag, sunglasses, and a high-visibility yellow safety vest over a dark blue shirt. He is sitting at a control panel, looking down at it. The background shows a rocky, hilly landscape under a clear sky.

*"Last fall, Metal and NonMetal Administrator Neal Merrifield and I met with industry stakeholders from eight states in Kansas City, MO. Over the years, I have attended about a half-dozen such meetings in the Midwest. We toured the Stamper Underground Mine, a limestone operation owned by Martin Marietta employing 27 miners. This mine has not had any lost-time incidents since 2009. The mine credits training and employee engagement for its success.*

*While we were at the mine, I noticed a plaque in the breakroom with the company's **"Guardian Angel Creed,"** which gives miners the right to stop operations if conditions become dangerous. This is a motto many mining operations adopt and others should as well."*

– Joseph A. Main, Assistant Secretary of  
Labor for Mine Safety and Health

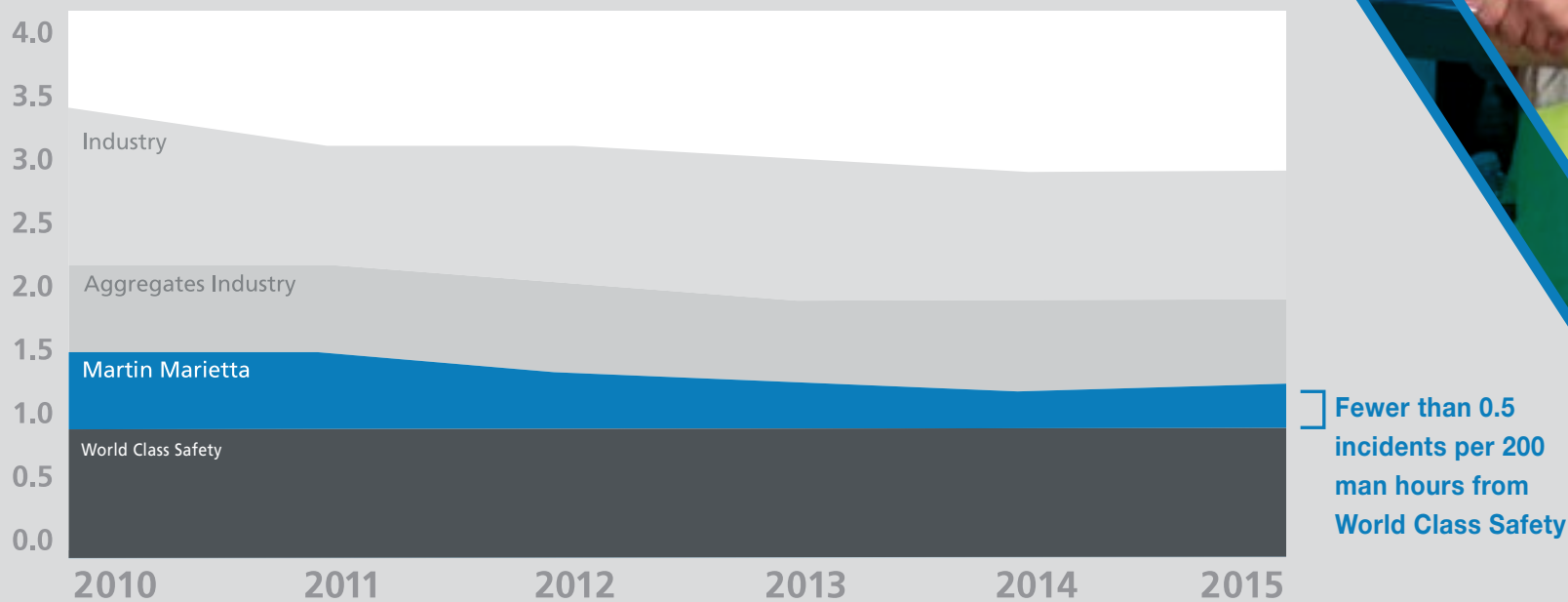
Every Martin Marietta employee understands the importance of safety checks prior to starting each job.



## HOW DOES MARTIN MARIETTA MEASURE UP WITH WORLD-CLASS SAFETY?

Martin Marietta has demonstrated its commitment to achieving World Class Safety with Total Injury Incident Rates lower than both the general industry and the aggregates industry.

### TOTAL INJURY INCIDENT RATE PER 200,000 MAN HOURS WORKED



<sup>1</sup> Reported as of 10.31.15 by MSHA and 12.31.14 by BLS. Year-end data unavailable.



# COMMUNITY WELL-BEING

**Martin Marietta believes that community well-being starts with being a responsible neighbor and an engaged business partner – supporting the communities that are home to our operations. Examples of our community support are highlighted below and on the next few pages.**

Martin Marietta operations are committed to hands-on and educational opportunities on topics such as the physical sciences and the environment. Operations in our Southeast division hosted 22 tours or events at its quarries involving nearly 1,500 visitors, teaching local students and others about rock formations, quarrying and geology.

At the Woodville, OH, facility, Martin Marietta's Magnesite Specialties employee relations manager has spent the past 11 years as a coordinator for REACH, a program that supports foster youth in their education. Each month, she visits a 5th grade class at the Woodmore School to present a lesson on the business world, jobs and attitudes. Additionally she has an on-site program that includes a tour of the facility, during which students observe employees and ask questions, watch a heavy equipment demonstration, participate in a fossil hunt and observe quarry operations.

Since 2014, Martin Marietta's Indiana district has worked with the Indiana Mineral Aggregates Association (IMAA) Annual Teachers' Workshop to provide a specially created workshop for K-12 science educators. Its focus is on the identification, economic value and the use of rocks and minerals in everyday life.

Martin Marietta's Concert in the Quarry in Georgia's Forsyth Quarry



## MARTIN MARIETTA CONTRIBUTES TO COLLEGE ROCK WALK

*STUDENTS AT NORTH CAROLINA'S WAKE TECH COMMUNITY COLLEGE CAN NOW DO MUCH MORE THAN READ ABOUT GEOLOGY. THEY CAN EXPERIENCE IT FIRSTHAND WITHOUT EVER LEAVING CAMPUS.*

In April 2015, Wake Tech unveiled its Northern Wake outdoor geology lab, a site on its Raleigh, NC, campus made possible by a gift from Martin Marietta that features 11 rocks (ranging in weight from two to six tons) from company quarries across North Carolina. A second, almost identical, outdoor lab also was established on the college's main campus in Garner, NC.

The outdoor geology labs provide students with hands-on learning opportunities designed to complement their classroom instruction. Faculty members also plan to enhance the experience with audio and video tours and an interactive website. Stressing the importance of Martin Marietta partnerships with educational institutions, CEO Ward Nye praised Wake Tech for the opportunities it provides to students of all ages. "We're delighted to be a part of this project," said Nye. "We're grateful for what the college does, not just for Wake County, but for the state of North Carolina."

Dr. Sara Rutzky, associate professor of geology at Wake Tech, was one of several faculty members who traveled to Martin Marietta quarries to select the rocks for display. In addition to what the students will be able to learn from the labs, Rutzky said the process of collecting the rocks was educational for her and her fellow professors. "We learned a lot about quarrying and mining in North Carolina," she said, "and getting into the pits provided us with a very different view of the earth and geology than we were used to seeing."



Attending the dedication (from left) Rebecca Neagle, Chief Campus Officer, Wake Tech's Northern Wake Campus; Anne Lloyd, Chief Financial Officer, Martin Marietta; Ward Nye, Chairman, President and CEO, Martin Marietta; Dr. Stephen C. Scott, President, Wake Tech; John Stevens, retired Director of Natural Resources, Martin Marietta; and Dr. Sara Rutzky, Associate Professor of Geology, Wake Tech.



Wake Tech Community College students enjoying the campus rock walk.

## MARTIN MARIETTA, FOOD COLLECTIVE JOIN FORCES ON URBAN FARM PROJECT

*THE LAND WAS ROUGH — FOUR ACRES AT THE CORNER OF SUNSET AND PEACHTREE ROADS OFFERED NEITHER THE BEAUTY OF THE SINKING SUN NOR THE MILDLY SWEET SCENT OF THE MAGENTA PEACH TREE BLOSSOMS THAT APPEAR EACH SPRING.*

A dilapidated bungalow sat on the southeast corner of the grounds — the tail end of a buffer separating the company's Charlotte Quarry from a cluster of homes along a stretch of busy and beaten Carolina blacktop. The spot had little value by most accounts, but when a Martin Marietta employee introduced her to it, Robin Emmons saw something more.



Martin Marietta employees helped Emmons clear the property, to make room for her urban farm.

"It was overgrown. There was a mud hole over there and it was just a mess," she said. "But I saw these beautiful willow oaks and apple trees that were many, many years old and I said, 'I think I'm in love. I'll take it.'"

Emmons is energetic and has a bright smile that grows wider when she's knee deep in rich brown soil. At 47, she's as comfortable reaching into a chicken coop as she is speaking before a nationally televised audience, which she did when she was named one of CNN's Heroes of the Year in 2013.

In 2008, concern for a troubled family member drove Emmons from the world of corporate finance. Her brother, suffering from mental illness and struggling in the legal system, had been placed in a group home where, she said, he was fed mostly processed foods. After years advocating on his behalf, she found him overweight and living on a diet she was certain would lead to diabetes and other chronic health conditions.



Robin Emmons stands before her crops as harvest nears.

"After a decade of him living on the streets and my fighting to get him to sleep indoors in a bed, and to get him through rehab, and to make sure he had the right supports in place, I was not about to let a lack of healthy food be what threatened him," Emmons said.

It wasn't long after that she shed her corporate gray suit for good, opting instead for a t-shirt and a pair of dirty blue jeans. She expanded the garden she had maintained in the backyard of her Huntersville, NC, home. From that ground grew not just fresh produce for her brother and others in his group home, but the foundation for Sow Much Good, the nonprofit urban farming collective she now heads.

*Continued on page 18 ...*



## GARDEN MEETS QUARRY

Brandon Lindsey, sales manager in the Carolina South district, has been with Martin Marietta since entering the Management Associate Program in 1998. He had worked in North Carolina, Virginia and elsewhere by the time he met Emmons.

After seeing the impact Sow Much Good was starting to have in the community, Lindsey had an idea. He received Martin Marietta support to approach Emmons, offering to lease the four-acre stretch at the back of Charlotte Quarry for \$1 a year. "It was a good way to use the land for something other than a buffer, and a good time to do something for the community," Lindsey said. "It was a particularly worthwhile project because of the wonderful things that Robin's organization does."

The land was secure, but there was still much to do.

## 'OVERGROWN MESS' BECOMES WORKING FARM

Sow Much Good employed five staffers and a handful of interns, but Emmons was reliant upon volunteers. Enter Mike Hamrick, plant manager at Charlotte Quarry, and his crew.

"We tore down a couple of buildings, removed trees, stumps and brush and prepared the ground for her to plant" Hamrick said.

Further, Hamrick and his team provided more than 400 tons of material from their quarry and constructed a parking lot on the site. They later helped Emmons build a shed that, for a time, served as the center of her farmers market. The micro-farm, where Emmons tries to teach the value of eating healthy, locally grown foods, now yields several tons of produce each year that is sold, at an affordable price, to the Charlotte community.

Fresh flowers bloom, bees make honey and up to 20 hens lay eggs on the site. Since 2013, more than 1,000 volunteers have tended to a variety of fruits and vegetables, including tomatoes, squash, okra, cucumbers, collards, eggplant and lettuce — foods they grow without the use of pesticides.

## PARTNERS PROUD OF PROJECT'S GROWTH

The project proved to be beneficial to all involved. Lindsey and Hamrick both said they're

pleased their efforts have been part of such a successful venture.

It is through her interaction with the people of Charlotte and others that Emmons tries to repay Martin Marietta for its ongoing support.

"We try to make the community aware that the people behind us who have a hole in the center of the Earth are not to be demonized," she said. "We try to help people see that many of the luxuries we enjoy, like paved roads and this lovely driveway and some components of our homes, are made possible by these folks and that they're doing a fabulous job of improving their technologies to make them environmentally friendly."

**TO LEARN MORE ABOUT SOW MUCH GOOD, VISIT [WWW.SOWMUCHGOOD.ORG](http://WWW.SOWMUCHGOOD.ORG).**



Martin Marietta employees worked with Sow Much Good to clear four acres at the back of Charlotte Quarry.

# EMPLOYEE WELL-BEING



	EMPLOYEES	MANAGERS
2014	<b>10% FEMALE</b>  <b>40% MINORITY</b>	<b>18% FEMALE</b>  <b>25% MINORITY</b>
2015	<b>10% FEMALE</b>  <b>40% MINORITY</b>	<b>17% FEMALE</b>  <b>26% MINORITY</b>

## ATTRACTING THE BEST TALENT

Martin Marietta strives to have a diverse workforce that can offer different perspectives and new ideas. In this regard, Martin Marietta views it as a competitive advantage to attract women and minorities to its leadership positions, defined as manager level and above. Three of the six members of Martin Marietta's Executive Officers are women, along with two of the 10 Board members.

*"The goal is having a Board that embraces governance and oversight; duties best accomplished through careful listening, challenging and thoughtfully pushing back. Diverse life and business experience adds immeasurably to a healthy boardroom debate. Debate drives better decisions. Better decisions create value."*

– Ward Nye, Chairman, President and CEO



## WHAT IT MEANS TO BE A MARTIN MARIETTA SCHOLAR

CHILDREN OF MARTIN MARIETTA EMPLOYEES ARE ELIGIBLE TO RECEIVE A FINANCIAL SCHOLARSHIP TO HELP THEM REACH THEIR HIGHER EDUCATION GOALS.

*"This scholarship aid has allowed me to reduce my regular night shift full-time warehouse job to part-time status, giving me extra time to focus on my academic work."*

– Douglas K. Addo, Mining Engineering, University of Kentucky

*"My sister has cerebral palsy and I would love to be able to help her in every way possible. Thanks to you, I can continue to work toward that dream."*

– Andrew Merrill, Math and Physics, University of Texas at Dallas

*"Having the scholarship allowed me to go on various trips, such as studying abroad in Prague, two summers in Orlando on a leadership project, and a spring break mission trip to Puebla, Mexico — all which enhanced my education and life."*

– Abigail Cooper, Graphic Design, North Carolina State University

Abigail Cooper, a Martin Marietta scholarship recipient, studied abroad in Prague while attending North Carolina State University.



# MARTIN MARIETTA EMPLOYMENT BENEFITS

AT MARTIN MARIETTA, OUR PEOPLE ARE THE FOUNDATION OF OUR SUCCESS. WE ARE COMMITTED TO CREATING A WORKPLACE OF SAFE, HEALTHY AND HIGHLY ENGAGED EMPLOYEES.



## COMPENSATION AND BENEFITS

Martin Marietta assesses compensation and benefits based on market analysis, benchmarking and internal pay equity. These assessments include pay equity between men and women to ensure fair compensation.

Employee benefits provided by Martin Marietta are comprehensive and high quality for employees and their families. Most are part of the Flexible Benefits program called Personal Choice, which enables an employee to select benefits that meet his or her individual needs. Martin Marietta offers coverage of medical, dental, life insurance and long-term disability no cost. Retirement benefits include a 401(k) plan, so that employees are able to save for retirement.

Martin Marietta employees participate in Bike MS in New Bern, NC, to raise funds and awareness for the National Multiple Sclerosis Society.



# MARTIN MARIETTA EMPLOYMENT BENEFITS



## HEALTH AND WELLNESS

Employees' physical and mental well-being are important at Martin Marietta. Healthy employees are safer and more productive. Martin Marietta has integrated employee health and wellness into its business operations through:

- **Health Club Membership/Weight Reduction Program**

Employees who are members of an approved fitness facility or enrolled in an approved weight-loss program can be reimbursed for 50 percent of the amount paid (up to \$200 per year).

- **Tobacco Cessation Program**

Employees can be reimbursed for 80 percent of the cost (up to \$250) of a certified treatment program.



## EMPLOYEE EXPOSURE MONITORING PROGRAM

Extensive monitoring is conducted by Martin Marietta to determine if employees are exposed to hazardous materials at levels above worker protection standards. Exposure concerns include the potential overexposure to respirable dust and potential exposure to noise that exceeds noise protection standards. Periodic voluntary medical surveys are conducted by the company to ensure that employee respiratory and auditory health is protected.



## MARTIN MARIETTA EMPLOYEE RELIEF FOUNDATION

The Martin Marietta Employee Relief Foundation was created to help employees in need of financial relief following natural disasters, such as hurricanes, tornadoes, fires and floods. Since it was established in 2005, the Foundation has assisted more than 200 Martin Marietta employees and their families. Requests are carefully reviewed by a committee before relief funds are distributed.



## TUITION REIMBURSEMENT AND SCHOLARSHIPS

Martin Marietta's Tuition Reimbursement Program provides up to \$5,250 per year for undergraduate and graduate degree-seeking employees who have at least one year of company service.

Additionally, the company awards up to six scholarships annually to the children of active employees. Scholarships are awarded to graduating high school seniors and are renewable for three more years providing the students maintain good grades.



## VOLUNTEER PROGRAMS AND GIVING

Martin Marietta's Education Gift Matching Program matches donations to the college or university of an employee's choice. The minimum contribution is \$25 and the maximum is \$10,000 per employee per year.

# ENVIRONMENTAL STEWARDSHIP

Martin Marietta is committed to being a responsible steward of the Earth's resources and to operating in a manner that is compliant with both the letter and the spirit of environmental rules and regulations. Our goal is to be a positive member of each community in which we operate.

We devote the time and resources necessary to carry out this commitment. We maintain a staff of qualified environmental professionals in our corporate headquarters and field offices.

Additionally, all Martin Marietta employees conduct their activities in a way that is consistent with our environmental commitment. In keeping with this spirit, employees are encouraged to report conditions that they perceive to be hazardous to the environment.

At Martin Marietta, environmental compliance is a team effort. We are excited to share examples of our commitment to environmental stewardship on the next few pages.



Martin Marietta utilizes innovative technologies that improve productivity, bolster energy efficiency and reduce emissions.



Martin Marietta utilizes the most modern and efficient dry process technology at its cement plants, placing it at the top nationally for energy efficiency.



Martin Marietta has obtained permits for and is using alternative fuels in Texas (whole tires and process engineered fuel such as cardboard and plastics) that have fewer carbon emissions.



## REPURPOSED SAND PLANT BRINGS NEW LIFE TO STRUGGLING MIDWESTERN CITY

Following record floodwaters in Cedar Rapids, Iowa, what was known for almost a half-century as Martin Marietta's Cedar Rapids Sand Plant became a multi-use recreational park, now known as the Prairie Park Fishery.

The Cedar Rapids Sand Plant operated from 1959 until its reserves were depleted in 2004. As the city of Cedar Rapids made strides to recover after the devastating flood of 2008, Martin Marietta made plans to transfer land ownership over to the city.

Now, with a 65-acre lake, almost two miles of walking and biking trails, and sloping banks covered in plant life, Prairie Park Fishery provides Cedar Rapids' 129,000+ residents with opportunities for fishing, boating and picnicking.

## FUEL USE AND EFFICIENCY

Martin Marietta has been working with its suppliers that provide emissions reduction solutions to help improve our footprint. Our goal is to enhance safety, reduce costs, improve productivity and boost efficiency. Martin Marietta has partnered with suppliers to implement real-time fleet management, machine health systems and autonomous equipment systems monitoring — all of which are designed to monitor machine utilization and contribute to lower fuel usage. For example, we are reducing our truck engine RPMs at the primary crusher to match the dump rate to the crusher capacity, resulting in lower fuel burn without reducing productivity.

## ENVIRONMENTAL STEWARDSHIP AT MARTIN MARIETTA'S CEMENT DIVISION

Martin Marietta's Cement division continues to refine its focus on improving efficiency to sustainably produce one of the most widely-used building materials in the world. The cement manufacturing process can be both energy- and capital-intensive, and optimization through the use of innovative technologies and eco-efficient inputs yields substantial economic and environmental benefits.

### THE PROCESS

Facilities in Hunter, TX, and Midlothian, TX, utilize the most modern process technology in cement manufacturing and set a high standard in efficiency. The most recent major upgrade was completed in 2013 with the commissioning of Hunter's second production line, more than doubling plant capacity. Midlothian has continued to make improvements in its productive capabilities, and will ultimately be able to manufacture in a single production line what previously required three.

### PRODUCTIVE INNOVATION

Martin Marietta has developed and employed innovative technologies to reduce its environmental footprint and enhance manufacturing efficiency. One example is the use of steelmaking byproducts to augment manufacturing capacity, while simultaneously lowering energy use and emissions per ton of product. This EPA award-winning technology is one of only a handful that reduces carbon dioxide emissions in the kiln process.

### ALTERNATIVE INPUTS

The Midlothian plant has pioneered unique technologies, including a feeding system that conveys different types of alternative fuels, including wood chips and whole tires. The Hunter plant has worked with a local municipality to replace a substantial amount of its water needs with recycled water, reducing the need to rely on its wells.

Both plants are permitted to utilize a wide variety of alternative fuels including wood chips, tires, non-hazardous liquid fuels as well as other bio-derived materials to offset traditional fuels.



## PERFORMANCE AT A GLANCE

Since 2010, recycled fuel use at Midlothian has grown to **replace approximately 10% of coal and natural gas.**

Hunter has initiated construction of a fuel system for Kiln 2 to accommodate use of **liquid alternative fuels** over the coming year.

Fuel efficiency per ton of product has improved at Hunter by **approximately 10%.**

Midlothian has increased its use of spent catalyst, an aluminum source, **to offset approximately 33% virgin raw material.**

At Hunter, disposal of alkali bypass material, which had been approximately **20,000 tons per year**, has been eliminated through process efficiencies.

At Hunter, the use of recycled water has allowed a **57% reduction of well water use** for plant processing.

***“At Martin Marietta, we are dedicated to continuing to develop and employ innovative technologies that reduce our environmental footprint and enhance our manufacturing efficiency.”***

**– Bob Kidnew, Cement Division President**



## MARTIN MARIETTA'S COMMITMENT TO ENVIRONMENTAL STEWARDSHIP AT MAGNESIA SPECIALTIES

**UNIQUE AMONG MARTIN MARIETTA'S OTHER DIVISIONS,** the Magnesia Specialties business produces a variety of magnesia-based chemicals and dolomitic lime products used worldwide in numerous markets. Many of the finished products produced by this business are critical to sustaining the environment. Some of the applications that our products serve include drinking water purification, fertilizers designed to maximize crop yield, waste water purification and renewable energy.

The business is home to two operating facilities, one in Woodville, OH, and another in Manistee, MI. At Woodville's lime operation, employees recently added a \$1.8 million briquetting facility that will

allow the company to recycle 40,000 tons of material that would otherwise be discarded as a byproduct. Recycling this material not only reduces waste and makes better use of our precious resources, but also reduces our carbon footprint by increasing our overall energy efficiency.

In Manistee, employees are engaged in a multi-year effort to improve the operation's water recycling process. Once completed in 2016, the million-dollar project will reduce water consumption from the Great Lakes system by nearly 1 million gallons per day and substantially reduce the site's electricity usage.



# OUR ONGOING COMMITMENT

## AT MARTIN MARIETTA, OUR COMMITMENT TO SUSTAINABILITY IS CONSISTENTLY THRIVING.

We are proud of our accomplishments. However, this is a continuous journey as we explore ways to further incorporate sustainability principles into our business agenda while reinforcing the importance of safe operations, community well-being, employee well-being and environmental stewardship.

We are happy to share that in 2015 we entered into a national agreement with Habitat for Humanity, and will participate in the 2016 Home Builders Blitz—an exciting opportunity to partner with Habitat for Humanity and professional builders to build and renovate homes across the U.S. We look forward to taking part in this worthy cause by donating stone and materials from our quarries and facilities across the country to further strengthen our communities and improve the lives of our neighbors.

Thank you to our neighbors, employees, shareholders and other stakeholders for your interest in Martin Marietta.



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