

TILlicOUNTRY QUARRIES



HUGH KING & CO
A TILlicOUNTRY QUARRIES COMPANY



BUILDING A SERVICE LEGACY

IN THIS ISSUE:

Our new headquarters
Purchase of Kincardine Power Station
Works progressing at Asphalt Plant,
Middlesbrough

WELCOME TO OUR SUMMER '22 NEWSLETTER

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HAVE SOMETHING TO SAY?

The Tillicoultry Quarries Newsletter has been published for our customers, colleagues and employees.

Our newsletter will be a regular publication for our business and we would greatly appreciate contributions from our staff and customers of story ideas, photos or feedback to share in future issues.

We hope you enjoy this edition of the Tillicoultry Quarries Newsletter and a big thank you to those of you, from across all of our sites, who have contributed ideas so far.

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www.tillicoultryquarries.com

MESSAGE FROM THE DIRECTOR

Welcome to our Summer 2022 newsletter.

As we move firmly into the summer months, we have continued to build our service legacy with ongoing investments into new units. We are committed to bringing these new units up to our high standards to allow us to deliver the quality in service our customer have come to expect from Tillicoultry Quarries.

As part of these ongoing improvements, we have commenced work installing a new asphalt plant at Middlesbrough and have installed defibrillators at our new sites to help save lives. Read more about this on page 6.

As a long-established family business, we are very lucky to have a fantastic team of people, many of whom have celebrated long-service awards. Read about them and our other people updates on page 10.

We have also continued to support the local communities in which we work and live. We have provided sponsorship to a wide variety of local charities, sporting events and community projects which has been received with great appreciation. You can read about our community engagement activities on pages 15 - 19.

I am pleased to be able to share all of the positive stories and updates contained in this edition of our newsletter with you. Well done and a sincere thank you to the whole team.

Thank you,

Wallace Menzies, Director



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STRENGTHENING OUR FOUNDATIONS: NEW SCOTTISH HEADQUARTERS

Work on our new purpose-built Tillicoultry Quarries headquarters is well underway. The RWM building, named in honour of Robert Wallace Menzies who began the business back in 1931, is due to be completed in October 2022.

Wallace Menzies said, **“We are looking forward to being able to bring all of our teams together under one roof. As Tillicoultry Quarries continues to expand throughout the UK, it is important that we continue to foster a strong culture of communication while providing growth and development opportunities for our team. The new headquarters will allow us to maintain a family feel, while creating greater opportunities for collaboration and building stronger relationships among our teams.”**



PURCHASE OF KINCARDINE POWER STATION

Following the successful purchase of the old Kincardine Power Station late in 2021, we have been busy tidying up the site and work will commence next month with a view to reconnecting the site to the main railway network.

BUILDING OUR SERVICE LEGACY: INVESTING IN MACHINERY AND EQUIPMENT

We're pleased to share our recent investment in new equipment and machinery for Tillicoultry Quarries Group.



Volvo A30G Articulated Dump Truck



Telehandlers (MT1440 Easy, Manitou)
at Tulliallan and Northfield



Eight-wheel tippers

ASPHALT PLANT MIDDLESBROUGH

We are pleased to announce that demolition of the concrete plant, buildings and bays has commenced at Middlesbrough and by the time this newsletter goes to print we hope to be well on with the foundations for the new Asphalt Plant which will be operational in the near future.



NEW PLANT DEVELOPMENT AT LOANLEVEN

The Loanleven Sand Plant has benefited from new screens, conveyors, crushers and a water treatment plant allowing us to offer a greater range of quality products.



HEALTH AND SAFETY: DEFIBRILLATORS INSTALLED AT OUR NEW CONCRETE PLANTS

Every year there are more than 3,500 out-of-hospital cardiac arrests where resuscitation is attempted. Every minute without CPR or defibrillation leads to a 10% decrease in the patient's chances of surviving, meaning the use of Automated External Defibrillators (AEDs) can dramatically improve survival rates.

This investment means that our employees are now within minutes of vital life-saving equipment. We see it as part of our commitment to best practice and to deliver outstanding care to our staff, contractors and visitors. It is known that if you have an out-of-hospital cardiac arrest, you only have a one in ten chance of survival. But if someone can get a defibrillator to you quickly, then your chance of survival can increase to between 50% and 70%.

Although we hope that none of our defibrillators ever have to be used, it means that if the worst-case scenario happens, we are able to increase the survival chance of anyone who has a cardiac arrest.



LET'S TALK ABOUT MENTAL HEALTH: AWARENESS AND SUPPORT

Our mental health is just as important as our physical health. Just like our bodies, our minds can also become unwell.

The ongoing coronavirus pandemic has raised serious concerns about people's mental wellbeing due to feelings of uncertainty and isolation. It is therefore important, now, more than ever, to recognise the challenges some people are facing and to encourage each-other to talk about mental health. If you are struggling and find it difficult to talk to your line manager, family or friends there are many external resources you can utilise to find support.

SAMARITANS

SAMARITANS

Samaritans provides confidential, non-judgemental emotional support when struggling with mental health.

Telephone: 116 123

(24 hours a day, free)

Email: jo@samaritans.org

Website: www.samaritans.org



MIND

The Mind Infoline gives information on types of mental health problems, where to get help, drug treatments, alternative therapies, and advocacy.

Telephone: 0300 123 3393

(9am-6pm Mon-Fri or text 86463)

Email: info@mind.org.uk

Website: www.mind.org.uk/information-support/helplines



NHS

<https://www.england.nhs.co.uk/>

<https://www.scot.nhs.uk/>

DO'S AND DONT'S FOR EMPLOYEES AND MANAGERS

DO learn how to spot the early warning signs of poor mental health

DO ask employees how they are on a regular basis and talk openly about mental health

DO help people find the right support for them

DON'T try to diagnose someone's problems

DON'T make assumptions about how someone's mental health affects them

DON'T offer counselling or medical advice

STAFF UPDATES

LONG SERVICE AWARDS: A THANK YOU TO OUR PEOPLE

As a business, we recognise that the key to our success is the loyalty, quality, and dedication of our people. In recognition of this we are committed to celebrating and thanking those members of staff who have reached specific service milestones.

Elaine Reid
25 Years



Barry Martin
10 Years



Walter Jarvie
10 Years



Iain Cane
10 Years



Graeme Morning
10 Years



Heidi Bell, our Accounts Manager, also celebrated her 10 years' service.

RETIREMENT ANNOUNCEMENTS

David Taylor (pictured left) retired from his role as Driver Foreman after 12 years service and **Mick Rushforth** (pictured right) retired from his role as an HGV Driver after 26 years service. Wishing both of you all the best from the team!



IN MEMORIAM

Charlie Archibald sadly passed away after a period of illness. Having worked at Dalhousie since 2006, Charlie was an excellent shovel driver, who took great pride in his role. Charlie was a well-liked and respected member of our Team and will be greatly missed by us all at TQ.



STAFF MOVES

In this edition of our newsletter, we would like to celebrate the following staff moves by our brilliant team:

Bruce McCallum has been appointed to the position of Transport Manager

Derek Sneddon has been appointed to the position of Driver Foreman



Blair Sharpe has been appointed to the position of Site Manager at Clydebridge after starting at the site as a Labourer in 2015 progressing through the business to his new role

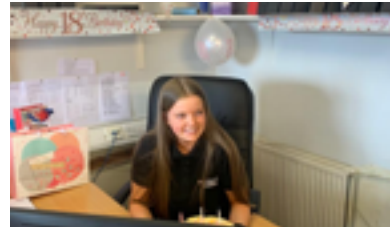


Gary Shannon has been appointed to the position of Trainee Concrete Manager

BIRTHDAYS



Ian Menzies, our Managing Director, celebrated his 80th birthday



Gemma Penman, our Office Administrator at Tulliallan, celebrated her 18th birthday



Stewart Caine, Health & Safety Manager celebrated his 60th birthday



Sophia Westerhuis Marshall, our HR Manager, celebrated her 40th birthday

WEDDING



Matt Oakley, our Sales Executive, and his new wife, Catherine recently tied the knot... Congratulations!

JOINING THE TQ FAMILY

THE FOLLOWING NEW TEAM MEMBERS RECENTLY JOINED US – WELCOME TO TILlicOUNTRY QUARRIES!



An extra special welcome to **Karen Burke** who joined the business as our Commercial Manager on 16th May 2022. We wish Karen every success in her new role.

First Name	Surname	Location	Job Title
Melissa	Dick	Tulliallan	Office Administrator
Gemma	Penman	Tulliallan	Office Administrator
Warren	Riddles	Tulliallan	Fitter/Fabricator
Colin	Graham	Hullerhill	Trainee Quarry Operative
Ricardas	Svazas	Ely	HGV Driver
Elaine	Smith	Ely	Weighbridge Operative
Scott	Menzies	Cloburn	HGV Driver
Craig	Mercer	Clydebridge	Trainee Site Operative
Moncef	Paddison	Costessey	Shipper/Planner
Conlin	Dickie	Northfield	Trainee Site Operative
Stuart	Bannatyne	Tulliallan	HGV Driver
Lewis	Guild	Tams Loup	Lab Technician
Keith	Veitch	Newtongrange	HGV Driver
Kevin	Ritchie	Tulliallan	HGV Driver
Josh	Swift	Newtongrange	Trainee Quarry Operative
John	Marshall	Northfield	Trainee Quarry Operative
Ryan	Hunter	Loanleven	Trainee Quarry Operative
Aiden	Craig	Tulliallan	Trainee Quarry Operative
David	Quinn	Tulliallan	HGV Driver
Alexander	Ramsay	Newtongrange	Site Operative
Paul	Wilkins	Tulliallan	Quarry Operative
Corri	Fletcher	Tulliallan	Trainee Quarry Operative
Robert	Gray	Hillend	Quarry Operative
Callum	Brown	Northfield	Trainee Quarry Operative
Jordan	Daisley	Tulliallan	Management Accountant
John	Nairns	Tulliallan	HGV Driver
Grant	Campbell	Kilbagie	Service Controller
Craig	Livingstone	Clydebridge	Materials Technician
David	Corrigan	Ryeflatts	Plant Operative
John	Venters	Loanleven	Trainee Quarry Operative
Michelle	Lloyd	Tams Loup	Site Cleaner
Kieren	Brand	Newtongrange	Trainee Quarry Operative

SUGGESTION BOX: EVERY IDEA BUILDS OUR SERVICE LEGACY

As a family business, we are committed to retaining momentum throughout the business by driving internal engagement and improvement to ensure we are always working to build our service legacy.

Our promise to our customers is to provide them with high quality products delivered to them with exceptional customer service. Every single person in our business plays a part in our ability to deliver on this promise.

To build on our existing reputation for customer service, we developed our Suggestion Box Scheme so that employees can help us to create a working environment that continually promotes a culture of quality and excellence. Since it began in October 2018, our team have offered many valuable improvements for our team, our business, and our customers.

Suggestions Hot Boxes are located at each Tillicoultry Quarries site, and we ask everyone on the team to share their ideas. All suggestions are reviewed by the management team and, if implemented, the employee who put forward the idea is rewarded with a £50 Tesco voucher and recognition in our newsletter.

So, if you have a good idea, don't keep it to yourself. Write it up and put it in your nearest Suggestions Hot Box - help us to make our business even better tomorrow, than it is today.

SUGGESTION SUCCESS

Josh Donoghue suggested the installation of another computer and printer in the weighbridge at Newtongrange to allow simultaneous booking in and out of trucks. This suggestion helps to reduce waiting times and eases pressure on busy days to reduce traffic build up on the in-bridge.

Andrew McKenzie suggested changing from using small de-icer bottles to large 25L sprayers in icy conditions to de-ice all mobile plant in one go, avoiding climbing around machinery with small bottles.

James Moochan suggested that every mobile bowser and static bowser should be fitted with spill kits. This would contain any environmental issue that may occur immediately.



SITE VISITS

As part of their onboarding process for new team members, we love to get our new starts out and about at our different sites to meet the people they will be working with in their new roles and to help them understand how our business works. We recently welcomed Kelsey Campbell, Logan Fowler and Ellie Trim to a number of our sites as part of their site visits.



MANAGEMENT TEAM AWAY DAY

To congratulate and thank the Managers who completed their Management Training in 2020 before the pandemic hit, we were pleased to finally be able to go and celebrate with a Team Building Day with off road driving and archery at Loch Lomond.



MANAGEMENT TRAINING

Well done to our 5th cohort of Managers who completed their Management Training Course in partnership with the Leadership Factory. The final feedback session was held on 5th May 2022 at Falkirk Stadium. Well done!



APPRENTICESHIP UPDATE

Josh Brown is now in the final year of his apprenticeship. TQ will also be recruiting more apprentices this year to help us continue to build our service legacy. We are looking to bring on an Electrical Apprentice and Mechanical Engineering Apprentices.



DRIVING AMBITIONS

Brian Taylor and **Richard Quinn** have started their Driving Goods Vehicles Level 2 SVQs – wishing all of them the very best of luck with their qualifications!



SAFETY HEALTH AND ENVIRONMENTAL QUALIFICATIONS

Four of our team have recently commenced their Safety Health and Environmental SVQs:

Josh Donoghue	Newtongrange
Vincent Heaver	Tulliallan
Graham Lewis	Kings Lynn
Jamie Goad	Ely

We have also invested in four of our managers who currently have Safety Health and Environmental Level 4 qualifications who are now working towards progressing this qualification to level 6 or 7:

Andrew McKay	Loanleven
Marc Linnie	Sand and Gravel
Andrew Allan	Clydebridge
Jamie Buckley	Clydebridge

JOIN OUR TEAM

So far this year we have enrolled a total of 38 team members onto vocational qualifications from a variety of different disciplines including Plant and Processing, Construction Plant Maintenance, Lifting Operations, Weighbridge Operations, Laboratory and Technical and Driving Heavy Goods Vehicles.

Due to a continued period of business growth and success, Tillicoultry Quarries is currently recruiting for a diverse range of roles. As a company, our people are

our most important asset and we will continue to invest heavily in training and development. All of our trainee positions have an opportunity to commence a VQ within 12 weeks of joining the business.

Visit our website to view our current opportunities:
tillicoultryquarries.com/vacancies

Send your CV and cover letter to
recruitment@tillicoultryquarries.com

CUSTOMER SERVICE

SNETTERTON PLANT

We have recently been involved in building two industrial units for RJM Commercials across from our plant at Snetterton. The job has taken over 2km³ of concrete, with the floor mixes including structural fibres in them.



ELY CATHEDRAL

We recently delivered AC10 open for a footpath near Ely Cathedral for Highways Assurance



AMAZON CAR PARK

We have delivered Asphalt, Type 1 and Concrete for a new car park for Amazon





CSR GIVING BACK

SUPPORTING LOCH LOMOND BOAT RESCUE

We are proud to have donated £1000 towards Catherine McLevy and her family's fundraising efforts for Loch Lomond Boat Rescue.

Catherine holds a memorial each year in honour of her son Stuart who tragically died in an accident on Loch Lomond. This year saw the total donation to the charity reach a staggering £3360.



STRATHCARRON HOSPICE

The Christmas Raffle 2021 for Strathcarron Hospice was a great success again this year, raising £740. A massive thanks to all who donated prizes and bought tickets for the raffle, and a big congratulations to Ian Bryce who won the hamper this year.





CHRISTMAS JUMPER DAY

Our teams got involved in Save the Children's annual Christmas Jumper Day on 17th December 2021 and raised £250 for the charity which was doubled by TQ.



TASBURGH UNDER 10'S FOOTBALL CLUB

For Tasburgh under 10s Football Club in Norwich we were pleased to be able to donate £400 towards facilities and equipment to ensure all players can play.

Head coach Darrianne Reynolds would like to thank Ian Fincham and Tillicoultry Quarries for making this possible, saying **"The sponsorship has enabled more young boys and girls to participate in competitive league football."**



YOUNG PUMAS FOOTBALL CLUB

To support the Young Pumas 2014 team we sponsored them £250 in their efforts to walk, run or jog 20km in November.



TRUNDLEY PROPERTIES

We have supported Trundley Properties in their fundraising efforts for the Run the Month challenge in aid of Prostate Cancer, and the Pandora Project. Between them, the team clocked up 1100 miles during run the month and, more recently, summited Scafell Pike, raising almost £6000 for the two charities.



THE BARRWOOD TRUST

We were delighted to be able to donate aggregate to the Barrwood Trust to allow them to maintain the integrity of their path network, allowing Barrwood to continue past its 100 year anniversary as a scout training and camping ground.





EUAN KENNEDY

Euan is in the Ross County Youth Academy Under 16s squad and we were delighted to sponsor Euan £500 which will go towards developing youth football, purchasing football strips, training kit, training equipment and helping towards travelling costs.

DOUNE PONDS

Doune Ponds is an award winning nature reserve set in 40 acres of woodland and water. In recent years they have built 1500m of all abilities paths and 1400m of hard standing path. We were pleased to have donated windust to them to allow them to continue to path the area around Doune Ponds.



CHARITY BOXING

Brian Hadnum, Assistant Quarry Manager at Hillend, took part in a charity boxing event with all funds going to Cancer Research. Well done on the win, Brian!

CHARITY GOLF DAY

We were delighted to sponsor and take part in Co-Dunkall Ltd's charity golf day at Barnham Broom Golf Club, which raised a total of £1649 for East Anglian Air Ambulance.



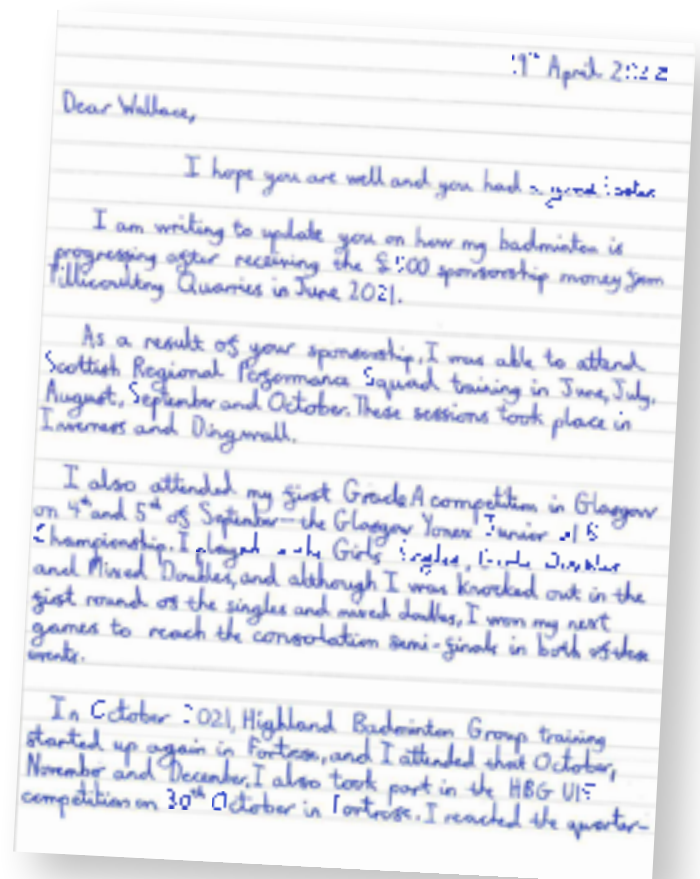
SEAMAB EDUCATIONAL VISIT

Some of the pupils from Seamab visited us for the morning and learned all about what we do at Northfield Quarry. The children got an opportunity to get a tour around the quarry and learn about some of the machines we use to remove the rock.

Claire, the class teacher, said **"I would like to thank you all so much for making our visit so special, the pupils loved every minute of it and it gave them lots of forever memories. You were all so friendly and accommodating, we were blown away by everyone's patience. Our pupils find the world a challenging place and your acceptance and kindness will go a long way with them."**

GRACE MACINTOSH

Grace was chosen to attend monthly badminton training sessions with the Highland Badminton Squad and the Scottish Regional Performance Squad. We sponsored Grace £500 to help her attend her training and competitions.



PRIORSFORD PRIMARY SCHOOL

To help Priorsford Primary School with the development of their fruit cage, we donated 5 tonnes of whin dust to form the base and pathways to the fruit cage.

TILlicOUNTRY QUARRIES

LOCATIONS - UK



TILlicOUNTRY QUARRIES LTD.

- | | |
|---|--|
| 1. CLYDEBRIDGE
Rutherglen
Ballochmill Road
G73 1PT
Tel: 0141 647 9444 | 8. EDSTON QUARRY
Peebles
Scottish Borders
EH45 8NW
Tel: 01721 720 120 |
| 2. NORTHFIELD QUARRY
Northfield,
Denny Falkirk
FK6 6RB
Tel: 01324 821 221 | 9. DALHOUSIE QUARRY
Bonnyrigg
Midlothian
EH19 3JA
Tel: 0131 654 9921 |
| 3. HILLEND QUARRY
Airdrie Road
Caldercruix
ML6 8NY
Tel: 01236 843 236 | 10. NEWTONGRANGE
Newtongrange Dalkeith,
Midlothian
EH22 4QN
Tel: 0131 660 4454 |
| 4. TAMS LOUP QUARRY
Harthill,
Shotts Lanarkshire
ML7 5TN
Tel: 01501 753 444 | 11. LONGYESTER QUARRY
Longyester, Gifford,
East Lothian
EH41 4PL
Tel: 01620 810 446 |
| 5. CRAIGFOOT QUARRY
Craigfoot House
Tillicoultry
FK13 6AZ
Tel: 01259 730 481 | 12. CLOBURN ASPHALT
Pettinain
Lanarkshire
ML11 8SR
Tel: 01555 663588 |
| 6. TULLIALLAN
Tulliallan
Kincardine-on-Forth
FK10 4DT
Tel: 01259 730 481 | 13. DUNDEE
Port of Dundee,
Stennergate Road,
Dundee,
DD1 3LU |
| 7. RYEFLATT QUARRY
Carnwath
Lanark
ML11 8SA
Tel: 01555 870 346 | 14. COLLESSIE QUARRY
Collessie,
Ladybank,
Fife, KY15 7UN
Tel: 01337 832 965 |

TILlicOUNTRY QUARRIES LTD.

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|---|---|---|--|
| 15. LOANLEVEN QUARRY
Almondbank, Perth, Perth and
Kinross,
PH1 3NF
Tel: 01738 842 917 | 19. ELY ASPHALT
Potter Distribution Depot,
Queen Adelaide, Ely,
Cambridgeshire, CB7 4UB
Tel: 01353 667 853 | 23. WISBECH
Bolness Road,
Wisbech,
Cambridgeshire,
PE13 2RB | 27. DUNDEE CONCRETE PLANT
Dock Street
Dundee
DD1 3JS
Tel: 01382 225907 |
| 16. STOCKTON
Adam Street, Bowesfield Lane,
Stockton-On-Tees,
TS18 3HQ
Tel: 01642 678 535 | 20. SNETTERTON
Eccleshall Rd, Snetterton,
Norwich,
NR16 2JU
Tel: 01953 888 671 | 24. PETERBOROUGH
Forty Acre Road, Peterborough,
Cambridgeshire,
PE1 5PS
Tel: 01733 894 976 | 28. GREENOCK CONCRETE PLANT
James Watt Dock
Off East Hamilton Street
Greenock, PA15 2UT
Tel: 01475 729452 |
| 17. MIDDLESBROUGH
Smiths Dock Road,
South Bank, Middlesbrough,
Cleveland, TS6 6UJ
Tel: 01642 453 952 | 21. COSTESSEY
Ernest Gage Ave,
New Costessey, Norwich,
NR5 0TX
Tel: 01603 745 999 | 25. WHISBY
Teals Pit, Whisby Road,
Whisby,
Lincolnshire, LN6 9BY
Tel: 01522 690 943 | 29. PERTH CONCRETE PLANT
Shore Road
Perth
PH2 8BH
Tel: 01738 623388 |
| 18. HARTLEPOOL
Burn Road,
Hartlepool,
TS25 1PL
Tel: 01429 275 645 | 22. KING'S LYNN
Hamlin Way,
Hardwick Narrows Ind Est, Kings
Lynn, Norfolk, PE30 4NG
Tel: 01553 772 608 | 26. CARDENDEN CONCRETE PLANT
Craighead Quarry
Lochgelly, Fife
KY5 0HE
Tel: 01592 720564 | |

HUGH KING & CO HOLDINGS LTD.

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|---|---|
| 30. HULLERHILL SAND QUARRY
Kilwinning
North Ayrshire
KA13 7QN
Tel: 01294 557 515 | 31. GARNOCK SAND QUARRY
Garnock
North Ayrshire
KA13 6HT
Tel: 01294 557 515 |
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