

TILlicOUNTRY QUARRIES

NEWSLETTER | AUTUMN 2023



IN THIS ISSUE:

MESSAGE FROM THE DIRECTOR
INVESTING IN OUR BUSINESS
GIVING BACK: CSR
HEALTH & SAFETY
TEAM UPDATES
CUSTOMER SERVICE
TRAINING AND DEVELOPMENT
PEOPLE

BUILDING A SERVICE LEGACY

WELCOME

TO OUR AUTUMN 23 NEWSLETTER

MESSAGE FROM THE DIRECTOR

Welcome to the autumn edition of our newsletter. As we enter the second half of the year, we are proud to celebrate our collective efforts and successes so far in 2023. I would like to take this opportunity to again thank our teams, people, customers, and partners for their continued support.

Our teams have now settled into our new headquarters and we are really seeing the benefits of having all of our support functions together under one roof. We also have a new addition to the front entrance which you can read more about on page 3.

We continue to build our service legacy with ongoing investment into new machinery and equipment across the Tillicoultry Quarries Group. One of our investments this year has been our new Asphalt Plant in Middlesbrough which opened on 12th September. A big thank you to all of our teams who pulled together to ensure we were ready to open for business. Work also continues preparing our site at the old Kincardine Power Station with planning permission now submitted to Fife Council.

Tillicoultry Quarries continues to work closely with our local communities and you will see on pages 6-9 the support we have provided throughout 2023 so far. In this edition of the newsletter, we share some of these CSR updates from our business including our continued sponsorship of skiing star Owen Vintor, as he prepares for the 2023 winter season.

I am delighted that Joe Hadnum, Stewart Caine and Craig Tedford agreed to become directors of our business earlier this year alongside Ian, David and myself. This is the first time a non-family member has been appointed to the board in over fifty years. You will all be familiar with Joe and Stewart who have been with us for many years, and have played an instrumental role in our growth through acquisitions over the last thirteen years. Craig has been with us for just over a year now, and was brought in as our Financial Director. I would like to wish them all good luck in their additional roles!

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 this year. Read about them and our other people updates starting on page 12. As always, I would like to thank each and every one of our team for their unwavering commitment and look forward to the rest of the year ahead.

Thank you, **Wallace Menzies, Director**

NEW ASPHALT PLANT IN MIDDLESBROUGH

Construction of our new Middlesbrough Plant was finalised in August and we were delighted to open for business on the 12th of September. This project commenced in June 2022 and it is down to the hard work, commitment and collaboration of our teams that ensured we were able to open on time. Well done everyone and a big welcome to our new team at Middlesbrough.



STRENGTHENING OUR FOUNDATIONS: NEW SCOTTISH HEADQUARTERS

It is nearly a year since we moved into our new Scottish Headquarters, RWM House. All of our teams are now settled in the new building and are enjoying working together under one roof. We also have some new members of the team who have joined us since our last edition of the newsletter who you can meet on page 16.

A recent edition to the front of the building is our sculpture created by artist David F. Wilson. David studied at Duncan of Jordanstone College of Art in Dundee and has a Master's Degree in Public Art. David has a career spanning over 30 years with his passion for stone art deriving from one of his first commissions for a local Church's Garden wall where he gleaned his inspiration from stone walls he saw while on holiday in Turkey. David's Art can be found in many public spaces across the UK.

The planning permission for RWM House included a requirement to have a piece of community art. David was therefore approached by Tillicoultry Quarries back in 2020 to create a piece of art for the frontage of our new headquarters. David wanted this commission to challenge him, and as he explains below, it certainly did that as there was no set brief.

"Wallace wasn't really sure what he wanted and asked me to come up with some designs, so I started to research the history of the company and visited both Craigfoot and Northfield Quarry surfing for ideas and trying to find a hook. We originally agreed on a design based on bringing out the qualities of the natural stone, and how the stone changes through the quarrying process. The project was then paused until RWM House was built and once it was finished and I could see the scale of the building I suggested to Wallace that there were better designs that we had previously discounted. I wanted the design to work well with the entrance space, reflect its openness and height and really represent the building. Wallace asked why he was choosing the design when I was the artist and empowered me to choose my preferred design. To me the final piece represents the growth of the company from a traditional quarrying background to where it is now, a challenge that goes beyond people's expectations."

We are delighted with our newest edition to RWM House, it was difficult to describe the vision for the project initially but David has really captured the essence of what TQ is about, quality, service and culture the cornerstones of our business.



New Scottish Headquarters - David F Wilson



INVESTING IN MACHINERY AND EQUIPMENT



New Hullerhill Silos



New Pegson Maxtrack 1300 Cone Crusher at Hillend



New Cat 775 Rigid Dump Truck at Northfield



New Volvo, 8-wheel tipper, one of 5 based in Ely and one based at Longyester



3 new Renault lorries for our new plant in Middlesbrough



New Thickener at Hullerhill and Loanleven



WA500 Komatsu at Northfield



Cat 301.5 mini digger Northfield and Tams Loup



Cat 730 ADT Northfield



Cat 730 ADT at Northfield

CSR GIVING BACK

OWEN VINTER SPONSORSHIP 2023 FURTHER SUCCESS FOR OWEN VINTER

Tillicoultry Quarries continues to sponsor Owen Vinter to help fund his National Team programme costs, funding which is key to help him fulfil his plan of reaching World Cup level and ultimately competing at the Olympic Winter Games.

Building upon his recent successes earlier this year in the World Championships and National Championships in Europe, Owen has most recently been competing in the South American Cup in Chile. In contrast to the European slopes, the soft and warm conditions can mean unpredictable races and results, however, we were delighted to hear that Owen had two successful speed races building his FIS points and bringing him a lot closer to his target level in the European Cup.

Owen said

"Racing this week started really well with a big score of 47 FIS points in Downhill which is a huge step forward for me and a lot closer to being real European Cup level in DH. Unfortunately the Super G and GS were cancelled but that's part of the unpredictability down here but I'm very happy with the start I've made and is a relief to now complete stress-free knowing I have a result in the bag!"

We continue to wish Owen good luck in his further races in the South American Cup and beyond.



CAMBUSLANG RANGERS

We were delighted to provide sponsorship to the Cambuslang Rangers for players away kits, tracksuits and kitbags.



GIFFORD BOWLING CLUB

We recently sponsored Gifford Bowling Club to help fund competitions played throughout the season and received this letter of thanks.

"On behalf of Gifford Bowling & Sports Club I write with many thanks for your sponsorship over the past year(s), as it helps us to fund our Competitions etc. that are played though out the season and hope you will be able to continue advertising again next year."

We are a small club that is run by volunteers and struggle year on year to stay open. We rely on the generosity of individuals who give up their time to maintain the green and clubhouse etc. Therefore, we value every donation and thank you again."



GIFFORD BOWLING & SPORTS CLUB

24c Station Road, Gifford, East Lothian, EH41 4QL

7th March 2023

Tillicoultry Quarries
Tulliallan
Kincardine on Forth
FK10 4DT

Dear Sir/Madam

On behalf of Gifford Bowling & Sports Club I write with many thanks for your sponsorship over the past year(s), as it helps us to fund our Competitions etc. that are played though out the season and hope you will be able to continue advertising again next year.

We are a small club that is run by volunteers and struggle year on year to stay open. We rely on the generosity of individuals who give up their time to maintain the green and clubhouse etc. Therefore, we value every donation and thank you again.

We look forward to hearing from you soon.

Yours sincerely

W.W. Wood MBE

W.W. Wood MBE
President
Gifford Bowling & Sports Club:- bisset744@btinternet.com

A THANK YOU FROM STRATHCARRON HOSPICE

We received this note of thanks from Strathcarron Hospice for the funds raised and donated from our Christmas Hamper raffle.



LARGS COLTS

Our sponsorship of Largs Colts allowed them to upgrade their match kit for the new season.



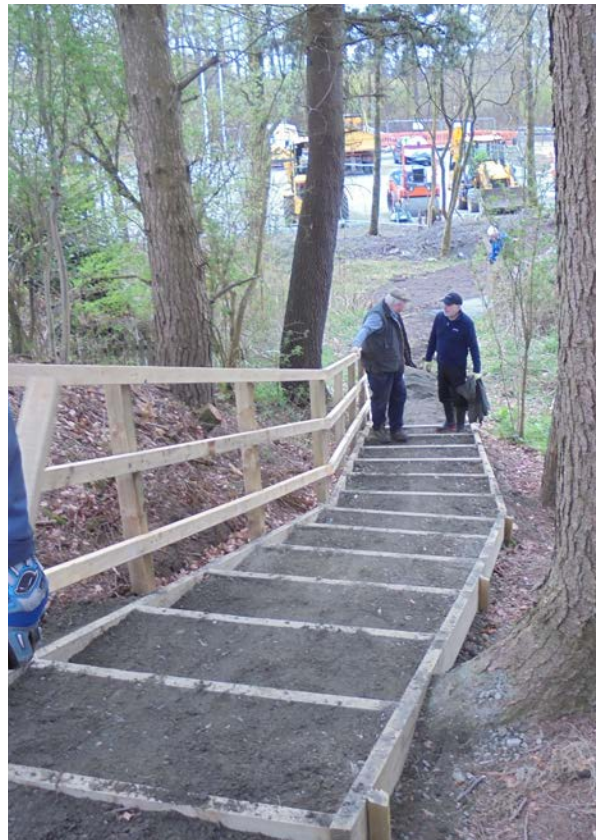
VISIT FROM AYRSHIRE COLLEGE TO HULLERHILL

We recently welcomed students from Ayrshire College to Hullerhill to understand different job opportunities within the quarrying industry.



DOUNE PONDS

We recently donated whin dust made to help with maintenance of the paths at Doune Ponds.



SCOTTISH BIKE TRIAL

Tillicoultry Quarries donated stone to help expand the facilities at North Torfoot Farm and increase the variety of obstacles riders can train on.



WHITEHILL FOOTBALL CLUB AT ROSEWELL

Tillicoultry Quarries donated sand for the pitch summer maintenance programme at Whitehill Football Club.



THANK YOU FROM GRACE MCINTOSH

We made a donation towards training for the Highland Badminton Squad and Scottish Regional Performance Squad and received this creative thank you note from Grace.



DOUNE CASTLE BOWLING CLUB

We recently sponsored Doune Castle Bowling Club to support their pro-am tournament which started back in 1987.



GWCT WEST OF SCOTLAND DINNER AND AUCTION

We were pleased to support the Game & Wildlife Conservation Trust's annual dinner which raised a fantastic £112k for the Trust.



INSTITUTE OF QUARRYING ANNUAL GOLF COMPETITION AT KINROSS GOLF CLUB



Robert Hamilton, Graeme Morning, Jordan Daisley and Barry Sibanda.

ENGAGING WITH OUR COMMUNITIES TO HELP BUILD FUTURE CAREERS

We have set ourselves a challenge to attend an employment event in each of the council areas we operate in this year. Our HR Assistant Meg has been attending these events with some of our managers from different areas of the business. We feel it is very important to engage with local people, particularly young people to tell them about our business and the different opportunities we can offer.

We have 31 operating sites across our business with a mixture of Hard Rock and Sand and Gravel Quarries, Asphalt and Concrete Plants, a Cement Terminal and a Mortars and Renders Plant not to mention all of our support functions such as HR, Health and Safety, Accounts, Technical, Transport and Sales. We offer excellent training and development opportunities and have great examples of team members who have worked their way through the business from Trainee positions to Management roles.

We hope to see some of our readers at these events so we can tell you about the opportunities that exist within our business. You can see all of our vacancies at:

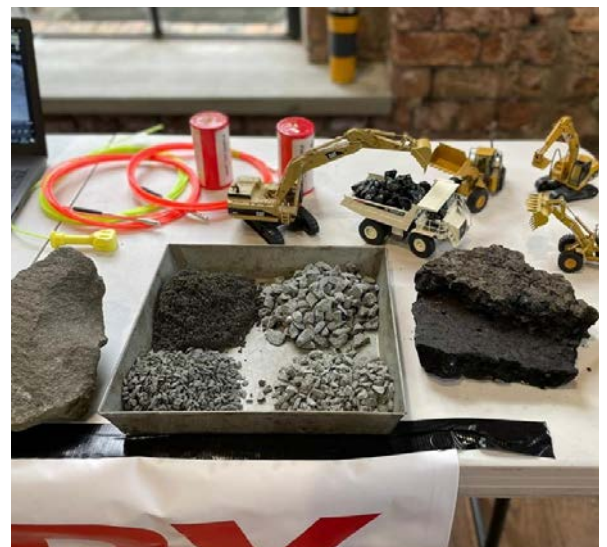
recruitment@tillicoultryquarries.com



Alloa Employment Fair



Glengowan Primary School



Newtongrange Mining Museum Employment Fair

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.

Recent events have 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.



STEPCHANGE

StepChange is formerly known as the Consumer Credit Counselling Service and is the UK's leading debt charity helping people with debt problems by providing free debt advice. With UK debts on the rise, StepChange has helped over half a million people every year with free practical debt support.

Telephone: 0800 138 1111
Email: contactus@stepchange.org
Website: www.stepchange.org

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 DON'T'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

MENTAL HEALTH FIRST AIDERS

We now have 3 mental health first aiders in the business. This will help us to offer initial support to employees who may be struggling with mental health and encourage them to access appropriate professional support.



Sophia Westerhuis, HR Manager, Meg Bannerman, HR Assistant and Carol Hunter, HR Advisor.



MPA HEALTH AND SAFETY AWARDS

Tillicoultry Quarries were awarded a Highly Commended Certificate for our Lithium Battery recharger cabinet entry at the recent MPA Health & Safety Awards ceremony. This was designed by Sean Swailes (left), Maintenance Supervisor at Northfield Quarry.

TEAM 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.



Andrew Hiorns
10 years' service
Mobile Plant Trainer



Paul McMahon
10 years' service
Area Electrician



Dave Stockwell
30 years' service
Senior HSE Advisor



Eddie Grattan
20 years' service
HGV Driver
Tulliallan



Archie Fullarton
20 years' service
HGV Driver
Tulliallan



Keith Peebles
25 years' service
HGV Driver
Tulliallan



David Craig
20 years' service
Maintenance Eningeer
Northfield



Gail Greefield
20 years' service
Administrative Assistant
Hullerhill



Andrew Allan
20 years' service
Assistant Asphalt
Area Manager



Russell Sinnott
25 years' service
Asphalt Plants
Area Manager



Drew Scotland
10 years' service
HGV Driver
Tulliallan



David Love
20 years' service
HGV Driver
Tulliallan

TEAM MOVES

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



Melissa Dick (left) moved from Concrete Administrator into Trainee Internal Sales Representative.

Vicky Pass (right) moved from Sales Administrator to Internal Sales Representative.



Steven Landsburgh moved from Assistant Quarry Manager at Collessie to Quarry Manager at Loanleven Sand and Gravel Quarry



Joy Nish moved from her previous role of Concrete Administrator to Office Administrator/ Receptionist at RWM House.



Andrew Graham moved from Quarry Operative to Assistant Quarry Manager at Collessie Sand and Gravel Quarry.



Craig Bryden moved from Plant Operator to Quarry Supervisor at our Hullerhill Site.



Jamie Goad has moved into the role of Site Manager at Ely Asphalt Plant.

RETIREMENT ANNOUNCEMENTS



Gordon Campbell retired from his position of Concrete Plant Manager at Cardenden after 34 years service.



Gordon Duncan – retired from his role as Assistant Quarry Manager at Hullerhill after 24 years' service.



William Ward – retired from his role as Plant Manager at Kings Lynn after 45 years of service.



Peter Chapman (Image above)– retired from his position of Site Operative at Ely after 6 years of service.

Norman Beattie - retired from his position of HGV Driver at Newtongrange after 2 years of service.

Jim Gemmell – retired from his position of Quarry Operative at Ryeflatts after 7 years' service.

KEY APPOINTMENTS

3 NEW DIRECTORS

"I am delighted that Joe Hadnum, Stewart Caine and Craig Tedford agreed to become directors of our business earlier this year alongside Ian, David and myself. This is the first time a non-family member has been appointed to the board in over 50 years."

- Wallace Menzies



JOE HADNUM

Joe Hadnum joined Tillicoultry Quarries over 27 years ago in 1996 starting his career with TQ as Quality Manager. Joe has extensive knowledge of the industry and has played a lead role in both the development of our Technical and Commercial divisions over the years. Joe has played an integral part in the growth of the business from where we were 26 years ago with three sites and 40 employees to where we are now a strong and well-established family business.

Joe's technical knowledge and commercial acumen have helped the business ensure we deliver quality and service to our customers the cornerstone of what we do. We are very proud to have Joe as a fellow Director.



STEWART CAINE

Stewart joined Tillicoultry Quarries in 2011 as our Health and Safety Manager but has worked within the Quarrying Industry for many years starting off his career as a laboratory technician back in 1979. Since Stewart joined the business, as well as heading up our health and safety department, he has taken a lead role in much of our planning and estates management projects.

Stewart has also played an instrumental part in the growth of the business over the last seven years, applying his extensive knowledge and experience to support us through several acquisitions. Stewart is well-known within our business and we are delighted to have Stewart on board as a fellow Director.



CRAIG TEDFORD

Craig has been with the business for just over a year now joining us in August of 2022 as our Financial Director. Due to the continued success of our business this was a newly created role to support the future growth of TQ. Craig joins us with over 30 years' experience in Finance across multiple disciplines from multinational businesses such as Heineken to family operated businesses such as CJ Lang & Son.

Some of Craig's previous roles have also taken him abroad working in Slovakia, Amsterdam and Vienna. Craig's role is integral to the future growth of the business and we are delighted to have him on board as a Director.

JOINING THE TQ FAMILY

Tillicoultry Quarries would like to extend a very warm welcome to all new starts that have recently joined the business.

WE WOULD LIKE TO WELCOME:



Paul Rea who joined the business on the 24th July as Area Production Manager for the North East of England. Paul has had a busy start to his new role playing an instrumental role in getting our new Asphalt Plant in Middlesbrough ready to open.



Shona Syme who joined the business on the 17th July as IMS Manager based at Kilbagie. Shona's previous knowledge and experience working with integrated management systems will be put to good use as this is a new role for Tillicoultry Quarries.



Derek Johnstone who joined the business on 31st July as Production Manager for Hard Rock. Derek brings with him many years of experience from within the industry.

SUGGESTION HOT 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 Hot 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.

Suggestion 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 Suggestion Hot Box - help us to make our business even better tomorrow, than it is today.

SUGGESTION SUCCESS



Aaron Dryburgh, Quarry Operative at Longyester Quarry suggested we invest in walk behind salt spreaders. This would help prevent slips, trips & falls and also save on salt as the spread will be even.



William Tallis, Quarry Operative from Northfield suggested that all HGV's, that come under drystone bins have a small A4 laminated sign that say (NG) or (CB) so screen plant operators can tie in with the weighbridge instructions for what stock is allowed at that specific quality. This would improve communication for screen plant operators, weighbridge employees and HGV drivers and ensure other quarries are only using what they need.



Michael Simpson, Materials Technician suggested, to support sales, issuing our drivers and technicians some of our sales team's business cards to hand out to site agents and clients when they are moving to a new site or have simply misplaced our details.



Josh Millington, Quarry Operative suggested, to add a barrier on the mixer floor to stop wet bags falling on top of the control room. Fitting a mesh or board will prevent bags etc falling through the existing barrier when putting products into the mixer.



Sean Swailes, Maintenance Supervisor at Northfield suggested implementing a vehicle under carriage wash so the vehicles can be cleaned more efficiently removing the need for anyone to be under the vehicle.

CUSTOMER SERVICE

"Big thanks for service on Friday. Pour went just about as smooth as it could have been."

Thank you email from Luddon

"Just to say.....

Lovely material today spot on..top job and a pleasure to deal with Ely as always.

Keep up the good work lads.

Thanks

FC Construction"

DELIVERING HIGH QUALITY SPORTS SAND TO THE SCOTTISH NATIONAL STADIUM.



SHE SVQ SIGN UPS

Since our last newsletter edition, we signed up a further 14 of our team members for a Safety, Health and Environmental SVQ, Level 4. This is a challenging qualification and covers areas such as reducing risks to health and safety, safely controlling work operations and promoting a positive health and safety culture. This qualification plays an important role in the training and development of our future managers. Congratulations to those who have now completed the qualification, and for those still working towards it we wish you every success with completing the qualification course.



Alan Patey



Neil Thomson



Chris Francis



Craig Bryden



Luke Wilsea

SHE SVQ SIGN UPS

Aaron Dryburgh	Longyester
Neil Thomson	Dalhousie
Alex Ramsay	Newtongrange
Christopher Francis	Cardenden
Luke Wilsea	Costessey
Anthony Leary	Clydebridge
Craig Snodgrass	Clydebridge
Michael Walkinshaw	Clydebridge
Andrew McKenzie	Tams Loup
Kevin Russell	Northfield
Andrew Graham	Collessie
Craig Bryden	Hullerhill
Barry Sibanda	Dundee
Alan Patey	Northfield

MANAGEMENT TRAINING

We are proud to announce that we will be commencing our seventh Management Training Course in October this year. In partnership with Dr Nick Quinn from the Leadership Factory 14 of our managers and support team members will attend the course to support them with their ongoing career development. We look forward to getting their feedback on the course.

CONCRETE TECHNOLOGY EXAM

Congratulations to **Craig Mercer, Donald McDonald, Joy Nish, Graeme O'Kane, Michael Simpson and Craig Livingstone** who passed their Concrete Technology and Construction Concrete Practice Exam in June this year.

SVQ CERTIFICATES

Well done to **Craig Mercer, John Bonner, Robert Haggart, Robert Scott, William Tallis, Callum Brown, Colin Furby, Aiden Craig, Aiden O'Hare, Darren Elder, Peter Tibbett, Keith Ross, Stewart Smith, John McCallum and James Holmes** who have successfully completed their SVQ Level 2 and 3 qualifications in Plant, Processing, Construction Plant Maintenance and Driving Goods Vehicles. We have also signed up another 20 of our team members since our last newsletter who are working their way towards their SVQ Qualifications in various different disciplines.

RECRUITMENT AND SELECTION TRAINING

We commenced our 'Getting Recruitment Right' training for managers in July of this year and have now delivered this to all of our managers and team members who are involved in recruitment. The course covers some of the legal issues in recruitment, namely discrimination and how we can avoid any risks to our business and how we attract, recruit and retain new and future employees in practice.

The course has been received very well with lots of great feedback we can take back and implement to ensure we continue to grow our business.



HEALTH AND SAFETY TRAINING

RISK ASSESSMENT AND SUPERVISING SAFELY

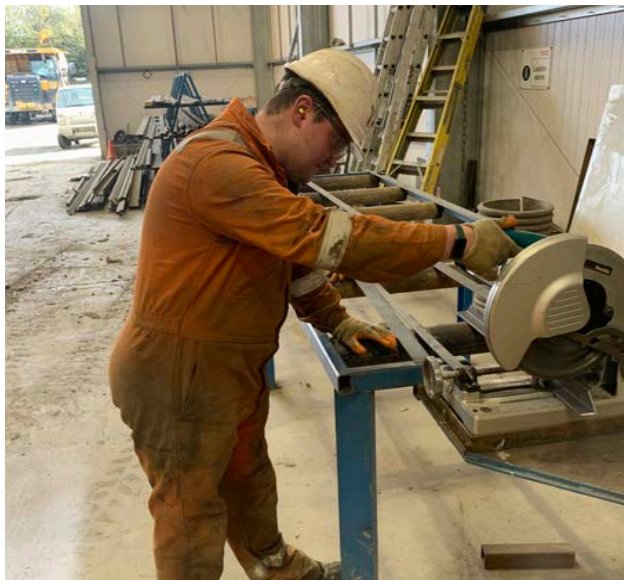
In partnership with MPQC we recently held supervising safely in extractives, and risk assessment training courses at our new head office.

Over the last two months over 45 of our team members have attended the training. The training will provide our teams with some of the knowledge and skills needed when managing safety in an extractives and operational environment and carrying out risk assessments.



NEW APPRENTICE UPDATE

Our 3 new apprentices have now completed the first year of their apprenticeship. We spent some time with each of them to find out how the first year has gone, what has gone well, any challenges and what's planned for year two.



GREIG CURRIE – APPRENTICE MECHANICAL FITTER

What have you enjoyed most about the first year of your apprenticeship? *Learning all of the new skills, before starting my apprenticeship I had never picked up a grinder or welded before, I have learned a lot in the last year.*

What challenged you the most in the first year of the apprenticeship? *This is my first real job so it was a bit of a challenge getting into working life and routine but I'm used to the early starts now.*

Did the first year of the apprenticeship meet your initial expectations? *I didn't really know what to expect as it's a very different environment to anything I have done before. It has been a lot more interesting than I thought.*

What are you most looking forward to in year 2 of the apprenticeship? *Progressing further towards the levels of my journeyman Sean Swailes, becoming more confident and learning more new skills.*

What are you most proud of achieving in year 1 of the apprenticeship? *I have enjoyed the fabricating side and the process of making something from nothing and then seeing the end product working.*



MARK FORREST – APPRENTICE ELECTRICIAN

What have you enjoyed most about the first year of your apprenticeship? *Building up my confidence over the course of the year and getting to a point where Paul can trust me to do tasks myself and where I have the confidence to approach tasks myself.*

What challenged you the most in the first year of the apprenticeship? *Getting used to the quarrying industry as I have never worked anywhere like it before. Everything is on a much bigger scale, when Paul first showed me one of the electrical panels I was a bit shocked at the size and how Paul knows it like the back of his hand with so many wires.*

Did the first year of the apprenticeship meet your initial expectations? *I didn't really know what to expect but I have really enjoyed my first year and have enjoyed getting around the different sites.*

What are you most looking forward to in year 2 of the apprenticeship? *Continuing to progress and gain more confidence in my work and produce a higher quality of work.*

What are you most proud of achieving in year 1 of the apprenticeship? *All of the projects I have been given I have completed in the timescale and seeing the difference in where my skills are now from when I started.*

RYAN FLEMING – APPRENTICE MECHANICAL FITTER

What have you enjoyed most about the first year of your apprenticeship? *I have enjoyed learning new skills and learning from the guys on site. I have enjoyed working with everyone.*

What challenged you the most in the first year of the apprenticeship? *Retaining information, it was all new to me and it took a while to get used to everything I had to do.*

Did the first year of the apprenticeship meet your initial expectations? *Yes, but I did not really know what to expect.*

What are you most looking forward to in year 2 of the apprenticeship? *Learning more and continuing to go round all the sites. Develop the skills I already have and learning more.*

What are you most proud of achieving in year 1 of the apprenticeship? *Fitting in with everyone and getting to know them. I was proud of passing all of my first year and I am ready to start year 2.*



Greig Currie, Ryan Fleming and Mark Forrest

JOIN OUR TEAM

So far this year we have enrolled a total of 69 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

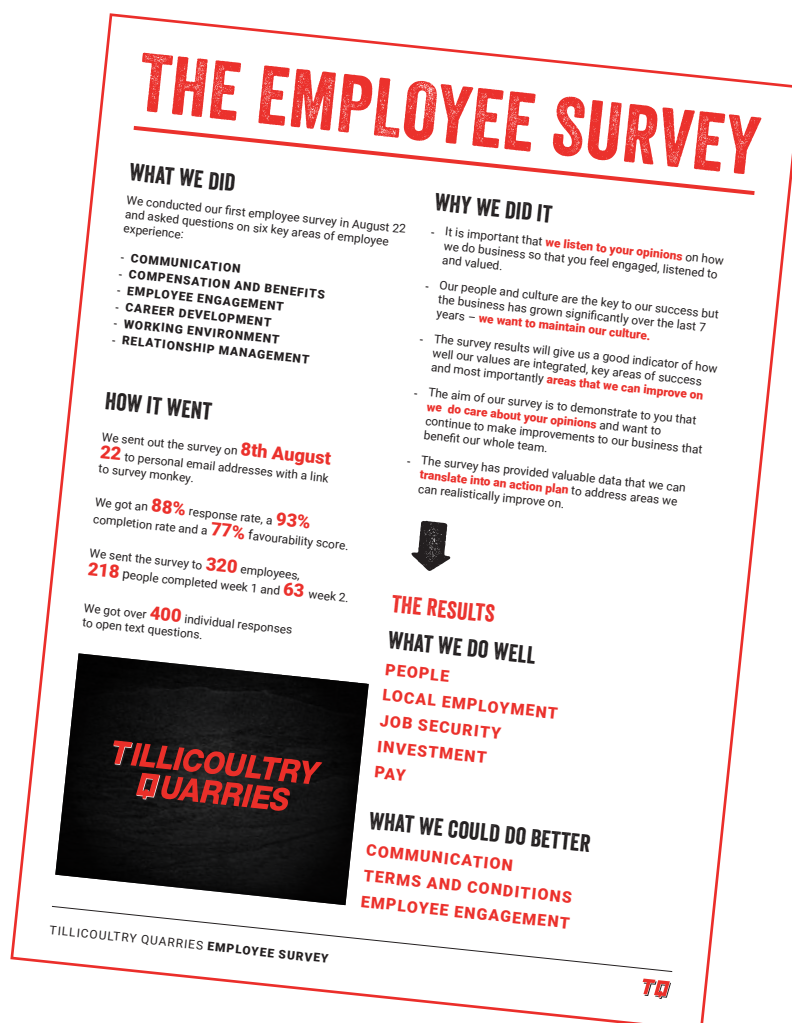
recruitment@tillicoultryquarries.com

EMPLOYEE SURVEY OUTCOMES

As detailed in the last Newsletter edition we conducted our first employee survey in August 2022. We subsequently visited each of our sites to share our results with our teams to listen to opinions and understand the areas we could realistically improve on as a business.

Over a period of seven months our management teams spent a great deal of time analysing the feedback we gained from the survey and working with our teams to implement the agreed improvements. Many of these improvements were site specific and quickly implemented however there were some key improvements that were highlighted and implemented across the whole business.

We look forward to carrying out another survey in the future to measure the impact of the improvements we made and continue to engage with our people.



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.

Sophia Westerhuis, Editor & HR Manager

T: 01259 661245

E: swesterhuis@tillicoultryquarries.com

www.tillicoultryquarries.com

TILlicOUNTRY QUARRIES

LOCATIONS- UK



TILlicOUNTRY QUARRIES LTD.

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Ballochmill Road,
Rutherglen, G73 1PT
Tel: 0141 647 9444
- 2. NORTHFIELD QUARRY**
Northfield,
Denny Falkirk
FK6 6RB
Tel: 01324 821 221
- 3. HILLEND QUARRY**
Airdrie Road
Caldercruix
ML6 8NY
Tel: 01236 843 236
- 4. TAMS LOUP QUARRY**
Harthill,
Shotts Lanarkshire
ML7 5TN
Tel: 01501 753 444
- 5. CRAIGFOOT QUARRY**
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