

# TILlicOUNTRY QUARRIES

NEWSLETTER | SPRING 2024



## **BUILDING** **A SERVICE LEGACY**

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# WELCOME

## TO OUR SPRING '24 NEWSLETTER

Welcome to the spring edition of our newsletter. I am pleased to be able to share so many examples of our collective efforts and achievements at this early stage in the year and am looking forward to embarking on another year of growth and success together.

In this edition we share with you the most recent internal branding editions to RWM House which really bring to life our history and culture which you can read more about on page 4.

I am delighted to share with you our recognition at the BAA Awards on page 5 which again reflects the drive and commitment of our teams to delivering quality and service to our customers....even as far away as the South Pole. In addition, we bring you an overview of recent investments in our plants and equipment along with a fantastic insight into our people with our case studies on pages 8 and 9 our apprentice updates and a welcome to some very new editions on page 28.

Tillicoultry Quarries remains committed to supporting our local communities which you can read more about on pages 18-21, as well as raising an impressive amount of money for MacMillan Cancer with our internal fundraising activities.

I encourage you to review the stories, updates and insights that reflect the passion and dedication of our remarkable team. Together we look forward to another year of collaboration, excellence, and shared accomplishments.

Thank you for being an integral part of our Tillicoultry Quarries family and here's to another successful year ahead.

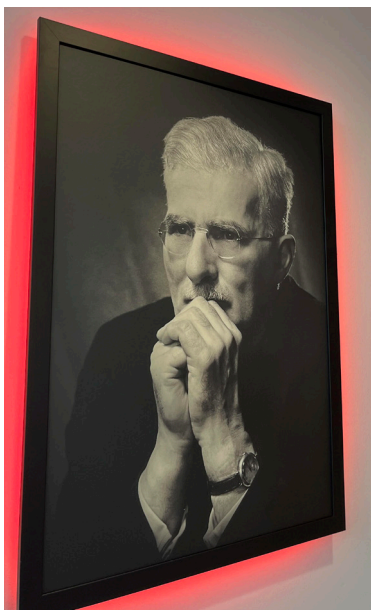
Kind regards,  
**Wallace Menzies**  
**Director, Tillicoultry Quarries**

# COMPANY NEWS

## WE ARE TQ: NEW RWM INTERNAL BRANDING

We are delighted to unveil some of the new internal branding at RWM House, which brings to life important elements of our Tillicoultry Quarries brand. In the reception area, our new distinctive Tillicoultry Quarries sign can be seen from the distance as you approach the building and the portrait of RW Menzies, proudly acknowledges our founder. In the atrium, the timeline displays the history of the business, noting all key dates from our beginnings in 1931 through to the opening of RWM House in 2023.

Our long service wall celebrates our employees who have been with the business for 10, 20 and 25+ years. It is a fitting tribute and quite incredible to see how many names appear on this wall. We would like to encourage any member of staff if they are passing by RWM to come in and have a look. Finally, the Training Room embodies our core values that define our organisation, creating an inspiring and collaborative environment for our team members to learn and develop in.





**BRITISH AGGREGATES ASSOCIATION (BAA)  
ASSESSED OPERATING STANDARDS (AOS)**

The British Aggregates Association (BAA) is dedicated to upholding rigorous standards within the aggregates industry, ensuring that operational activities in depots and quarries meet essential benchmarks while being managed with competency. Through our Assessed Operating Standards (AOS) scheme, we provide third-party accreditation to our members' operations, validating their adherence to these standards.

Recognised by the Health & Safety Executive (HSE), the AOS scheme offers assurance to stakeholders and customers alike that our members prioritise safety, efficiency, and professionalism in their operations.

Over the past 18 months, Tillicoultry Quarries has been actively engaged with the BAA, undergoing reassessments for units participating in the AOS scheme. We are delighted to announce that both Hullerhill Depot and Tams Loup Quarry successfully passed their reassessments in 2023, a testament to the dedication and competence of all involved at these locations.

Furthermore, at the BAA annual conference in late 2023, Hullerhill Depot was honoured with a Highly Commended Certificate, while Tams Loup Quarry was celebrated as the Quarry of the Year. Both locations achieved a remarkable 100% pass rate on their assessments, reflecting their unwavering commitment to excellence.

In early 2024, Northfield Quarry joined the ranks of success by passing their reassessment with flying colours, achieving a perfect 100% pass mark. Congratulations are in order for John McNab, Matt Clark, and the entire team at Northfield Quarry for their outstanding accomplishment.



Scott McDonald, Health, Safety & Environmental Manager (middle) collecting the Quarry of the Year Award on behalf of Tillicoultry Quarries.



## TILlicOUNTRY QUARRIES REACHES THE SOUTH POLE

We were delighted to recently hear that some of our high quality sand had reached the South Pole to support vital runway testing at the Rothera Research Station on Adelaide Island in Antarctica. The Rothera Research Station is the largest British Antarctic facility and is a centre for biological research and a hub for supporting deep-field and air operations. We are now able to say we have Tillicountry Quarries products in the North and Southern Hemisphere.



## PAVING THE WAY TO EXCELLENCE UNVEILING THE UPGRADED MIDDLESBROUGH ASPHALT PLANT

We are thrilled to share that our Middlesbrough Asphalt Plant has undergone a remarkable transformation with recent resurfacing work, marking a significant milestone in our commitment to delivering top-tier asphalt solutions.

Our dedicated team has spared no effort in elevating our facility to new heights. The resurfacing work brings a myriad of improvements, ensuring enhanced quality, efficiency, and durability in every batch of asphalt produced. From the ground up, we have invested in the latest technology and infrastructure to provide you with nothing but the best.



## VISIT TO RWM

Alan Doak MPA Director facilitated a visit with Douglas Chapman, MP (centre) to RWM House to gain an insight into our industry.

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Dalhousie Sand and Gravel Quarry.







# ELLIE TRIM

## ELLIE TRIM'S JOURNEY: FROM ACCOUNTS ADMINISTRATOR TO ACCA QUALIFICATION AT TILlicOLTRY QUARRIES

Ellie Trim, our Accounts Administrator at Tillicoultry Quarries, embarked on her professional journey with the company in January 2021. In this insightful interview, she shares her experiences, motivations, and aspirations during her three-year tenure.



### DISCOVERING TILlicOLTRY QUARRIES: AN EMPLOYER FOR PROGRESSION

Ellie stumbled upon Tillicoultry Quarries through an online job search, where the company's commitment to employee development immediately caught her eye. Tillicoultry Quarries emphasis on putting people through qualifications and fostering career progression resonated with Ellie, prompting her to apply for an opportunity she believed held immense potential.

### INSPIRATION TO JOIN TQ: A WELCOMING ATMOSPHERE AND RECOGNISING POTENTIAL

Initially eyeing a different role, Ellie was pleasantly surprised when Tillicoultry Quarries suggested the Accounts Administrator position, aligning perfectly with her prior accounting experience. The proactive approach of the company in tailoring vacancies to her skill set made her feel welcome and encouraged, marking a positive start to her journey at Tillicoultry Quarries.

### CAREER EVOLUTION AT TILlicOLTRY QUARRIES: FROM ACCOUNTS ADMINISTRATOR TO ACCA

Ellie began her Tillicoultry Quarries career as an Accounts Administrator, focusing on processing invoices, supplier statements, and payments. In June 2021, she undertook an AAT Foundation course, enhancing her accounting knowledge. Last year, Ellie took a leap by enrolling in the Association of Chartered Certified Accountants (ACCA) course, a five-year endeavour extending to December 2027. Her aim is to delve into more complex aspects of accounting and financial management.

### WORK CULTURE AT TQ: A FRIENDLY AND ENCOURAGING ENVIRONMENT

Describing Tillicoultry Quarries as a friendly and supportive workplace, Ellie highlights the camaraderie among colleagues. The close-knit accounts team, coupled with the positive company culture, fosters an environment where everyone is encouraged to progress, take on new challenges, and continuously learn.

### A DAY IN ELLIE'S LIFE: FROM INVOICES TO IN-DEPTH ANALYSIS

Ellie's average day involves diverse tasks such as processing invoices, managing wages, and engaging in month-end management account activities. Recently, she has started applying her qualification learnings to analyse accounts, a new skill she aspires to hone further to add substantial value to the business.

### CAREER ASPIRATIONS: CLIMBING THE ACCA LADDER AND BEYOND

Expressing her desire to complete the ACCA qualification, Ellie envisions progressing within Tillicoultry Quarries, gradually moving away from administrative tasks to delve into more in-depth accountancy and analysis. Her goal is to contribute significantly to the business by taking on more responsibilities and advancing further in her career.

### ENCOURAGEMENT FOR FUTURE TQ TALENTS: A FANTASTIC OPPORTUNITY AWAITS

For those contemplating a career at Tillicoultry Quarries, Ellie offers encouraging words. She urges potential candidates to embrace the support and developmental opportunities offered by the company. Tillicoultry Quarries, according to Ellie, is an excellent platform for ambitious individuals keen on learning and progressing in their careers.

### CLOSING THOUGHTS: UNEXPECTED PATHS AND ENDLESS OPPORTUNITIES

Reflecting on her unexpected journey from a history degree to pursuing the ACCA, Ellie emphasises the vast opportunities Tillicoultry Quarries provides. With the right support and guidance, individuals can carve unique and fulfilling career paths within the company, making transitions to new opportunities as they arise.



# WILLIAM TALLIS

## A JOURNEY IN QUARRY OPERATIONS: AN INTERVIEW WITH WILLIAM TALLIS

In the heart of quarry operations, William, a young and ambitious quarry operative, provides unique insights into his role, career progression, and the unique work culture at Tillicoultry Quarries.



### **ROLE EXCELLENCE: WILLIAM'S PROFICIENCY AS A QUARRY OPERATIVE**

William excels as a Quarry Operative at Tillicoultry Quarries, showcasing proficiency in operating multiple machines and receiving weighbridge training and training on different static plant. Notably, he stands out as the youngest team member, a testament to his early immersion and commitment to the industry.

### **WORK ENVIRONMENT AT TILlicoultry QUARRIES: OPPORTUNITY TO ADVANCE**

Reflecting on his time, William says he enjoys a lot of satisfaction from the hard work, and promising career progression opportunities available to him. The management's culture of advancing individuals and enhancing skills is commended, evident in William's significant career development in just a year and a half.

### **PATH TO TILlicoultry QUARRIES: JOB FAIR ATTENDANCE**

William's journey began at a job fair at 16, where he met his future manager, John McNab. Despite initially attending college, William found his current role online influenced by the impactful impression of his manager during the job fair.

### **AVERAGE DAY AT TILlicoultry QUARRIES: REFLECTING ON ACHIEVEMENTS**

William's day starts at 5:40am, involving flexible tasks like operating machines or running plants. Breaks and lunch provide regrouping opportunities, concluding the day with a discussion in the manager's office to reflect on challenges and accomplishments.

### **TEAM TQ: CAMARADERIE AND JOB SATISFACTION**

William values camaraderie among colleagues, highlighting accessible management and a collaborative spirit contributing to job satisfaction. The emphasis on career development is a key factor.

### **CAREER DEVELOPMENT ASPIRATIONS: BEYOND OPERATIVE MANAGEMENT**

Uncertain about becoming a quarry manager, William desires career progression beyond operative management, noting Tillicoultry Quarries has the support in place to allow employees to achieve their career goals.

### **ENCOURAGEMENT FOR FUTURE TALENT: JOIN EARLY, REAP THE BENEFITS**

William encourages those considering a career at Tillicoultry Quarries to join as soon as possible, regretting not joining earlier. He highlights valuable transferable skills and the ethos of hard work paying off.

### **GRATITUDE AND RECOGNITION: ACKNOWLEDGING KEY STAFF**

In a note of gratitude, William acknowledges John McNab, Elaine Reid, and Matt Clark for their unwavering support and guidance. He emphasises their pivotal role in his personal and professional growth, and a great recognition of their contributions.

### **CONCLUSION: OPPORTUNITIES AND SUPPORT AT TILlicoultry QUARRIES**

William's journey stands as a testament to the opportunities and supportive environment the company provides. His experiences showcase the dynamic nature of quarry operations and Tillicoultry Quarries commitment to fostering individual growth within the industry.



# CSR

## INTERNATIONAL WOMENS DAY

In honour of International Women's Day, we take a moment to shine a spotlight on the exceptional women who contribute their skills, dedication, and passion to the success of Tillicoultry Quarries.



Dawn Hoey, left. Joy Nish, right.

### **DAWN HOEY: OFFICE MANAGER**

Dawn exemplifies commitment and efficiency in her role as Office Manager.

### **JOY NISH: OFFICE ADMIN/RECEPTIONIST**

Joy's welcoming presence and multitasking abilities as our Office Admin/Receptionist create a positive atmosphere for everyone.



### **HONEY WALKER: CONCRETE ADMINISTRATOR**

Honey's role as Concrete Administrator showcases her precision and efficiency, contributing significantly to the success of our concrete operations.



### **SHONA SYME: IMS MANAGER**

As our IMS Manager, Shona ensures that Tillicoultry Quarries operates at the highest standards.



Rebecca Kerr, left. Gail Greenfield, right.

### **GAIL GREENFIELD AND REBECCA KERR: OFFICE ADMINISTRATORS (HULLERHILL MORTARS AND RENDERS)**

Gail and Rebecca, our dynamic duo at Hullerhill Mortars and Renders, embody the spirit of teamwork and efficiency.



### **LAUREN MCINTYRE: WEIGHBRIDGE OPERATOR**

Lauren McIntyre, Weighbridge Operator at Collessie plant, for her dedication to her role and her contribution to our team.



## FINANCE TEAM



Kelsey Campbell, left. Gemma Penman, middle. Ellie Trim, right.

**KELSEY CAMPBELL:****CREDIT CONTROLL ASSISTANT**

Kelsey Campbell, our Credit Control Assistant at RWM House, showcases precision and efficiency in her role, contributing to the smooth management of accounts receivable.

**GEMMA PENMAN: ACCOUNTS ADMINISTRATOR**

Gemma Penman, our diligent Accounts Administrator at RWM House, demonstrates exceptional skill and dedication in managing financial tasks and supporting our team.

**ELLIE TRIM: ACCOUNTS ADMINISTRATOR**

Ellie, our accomplished Accounts Administrator at Tillicoultry Quarries, has reached a significant milestone by successfully passing the first level of her ACCA qualification.

**HEIDI BELL: ACCOUNTS MANAGER**

Heidi Bell, our esteemed Accounts Manager, provides strong leadership and expertise, guiding our financial operations with proficiency and finesse.

## SALES TEAM

**FLORA STRACHAN: ACCOUNT MANAGER**

Flora Strachan our dedicated Account Manager demonstrates professionalism, driving success in customer relationships and sales growth.

**VICKY PASS: SALES REPRESENTATIVE**

Vicky Pass, our Internal Sales Representative showcases exceptional customer service contributing to customer loyalty.

**GEMMA NICHOL: SALES REPRESENTATIVE**

Gemma Nichol, our outstanding Sales Representative overseeing our sites in the North East of England and Teesside, embodying the spirit of empowerment and excellence in her role.





**ELAINE REID: TRANSPORT CO-ORDINATOR**  
Elaine Reid, Transport Co-ordinator at Northfield, exemplifies the strength and leadership that women bring to the workplace, inspiring us all.



**FIONA KEMP: DIRECTOR'S PA**  
Fiona Kemp, PA to our Director, demonstrates the indispensable support and organisation that women provide in all levels of leadership.



**EMMA COWAN: WEIGHBRIDGE OPERATIVE**  
Emma Cowan, Weighbridge Operative at Northfield, showcases the professionalism and expertise that women bring to every aspect of our operations.



**CAROL HUNTER: HR ADVISER**  
Carol Hunter, HR Adviser, champions diversity and inclusion, ensuring that our workplace is fair and equitable for all.



**SKYE BRANSDEN: TRAINEE QUARRY OPERATIVE**  
Skye Bransden, Trainee Quarry Operative at Loanleven, represents the future of our industry, breaking barriers and forging new paths.



**MEG BANNERMAN: HR ASSISTANT**  
Meg Bannerman, HR Assistant, embodies the dedication and compassion that are integral to our human resources team's success.



**LORI MCVITTIE: WEIGHBRIDGE OPERATIVE**  
Lori McVittie, Weighbridge Operative at Newtongrange, is a testament to the talent and hard work of women in every corner of our organisation.



On International Women's Day, we recognise and appreciate the strength, resilience, and talents of these incredible women. Their achievements inspire us to create an inclusive and empowering workplace where everyone thrives.

**Here's to the women of Tillicoultry Quarries, shaping the future with brilliance and determination!**

**SOPHIA WESTERHUIS MARSHALL**  
**HR MANAGER**

*"I have now worked with Tillicoultry Quarries for nearly 7 years and have had an extremely positive experience as a woman in a leadership role within the extractives sector. I joined the business in 2016 as part of the leadership team having worked in HR for over 20 years. When I joined the business TQ didn't have a HR function, and I was handed a blank canvas which was very exciting but also a little terrifying when coupled with, being not only the youngest, but the only female member of the leadership team. Despite these challenges it gives me great pleasure 7 years on to be able to say with complete honesty, that I have always felt supported and trusted to develop our people function and have played a role in decision making across the wider business.*

*It is very refreshing to work for such a dynamic and progressive business where ability to do your job, drive and ambition are the key attributes you need to succeed, and gender is irrelevant. I am really proud to say we are an inclusive employer whose key focus is attracting, developing and retaining people who want to show up every day to help us continue to grow our business.*

*Given the skills shortages we are experiencing within the sector it is imperative we are always working towards being an employer of choice for all. Notably, 51% of the population are female after all and that's a lot of potential to miss out on. We are therefore very proud to have so many women in our business in such a variety of different roles all contributing to our success and growth.*

*I hope this feature helps us to continue to break down stereotypes and demonstrates that the extractives sector can offer fantastic career opportunities for everyone. My advice to women thinking about joining our industry would be go for it, have confidence in your ability and don't limit yourself based on perceptions about what the sector can offer."*

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# MARK FORREST

## MARK FORREST'S APPRENTICESHIP JOURNEY AT TILlicOLTRY QUARRIES

### INTRODUCTION

Mark, an aspiring Mechanical Engineer who embarked on his apprenticeship journey at Tillicoultry Quarries (TQ) almost two years ago. As part of Scottish Apprenticeship Week, we sat down with Mark to explore his experiences, motivations, and the valuable lessons he has gained along the way.

Mark proudly serves as an apprentice electrician at TQ, primarily based at Northfield where his journey into the field of electrical engineering commenced.

### MOTIVATION AND CAREER ASPIRATIONS

Mark's passion for electrical engineering ignited as soon as he left school. The diverse and varied nature of the work appealed to him, and he identified the potential for a fulfilling career in the field. Securing an apprenticeship at TQ seemed like a natural and exciting opportunity to pursue his future ambitions.

### TRAINING AND PROFESSIONAL DEVELOPMENT

Mark highlights the exceptional training and support provided by TQ as instrumental to his professional development. The company's adaptability and commitment to his success have been evident, especially when he encounters challenges at college.

Allowing Mark one day a week to focus on college has been valuable, however learning how to balance college and work have taught him important skills in time management and prioritisation.

### HIGHLIGHT PROJECT

A standout moment in Mark's apprenticeship was working on a project involving the transformation of containers into functional work areas. The installation of lighting, heaters, sockets, and other electrical components showcased the diversity of tasks he encounters daily, emphasising that no two days are the same.

### LONG-TERM CAREER GOALS

Mark envisions his apprenticeship as a stepping stone toward a successful and diverse career. The mix of industrial and domestic tasks he handles provides him with a broad skill set, offering flexibility for his future career path, even though the specifics of what that might look like are still under consideration for Mark.

### MENTORSHIP AND SUPPORT

Paul McMahon, the sole electrician in the company, has played a pivotal role in Mark's journey. Working closely with Paul on a day-to-day basis, Mark appreciates his mentor's guidance and willingness to share knowledge. The supportive environment created by Paul has fostered a culture where questions are welcomed, and learning is continuous.

### ADVICE TO ASPIRING APPRENTICES

Mark's advice to those considering an apprenticeship at TQ or in the industry is straightforward—work hard, stay committed, and embrace the opportunities for progress and learning. He encourages anyone contemplating an apprenticeship at TQ to seize the chance, emphasising the rewarding nature of the experience.

Mark's story encapsulates the essence of Scottish Apprenticeship Week—a celebration of dedication, skill development, and the promising future of apprentices in the workforce. We look forward to witnessing Mark's continued success at Tillicoultry Quarries.



# GREIG CURRIE

## GREIG'S APPRENTICESHIP JOURNEY AT TILlicOLTRY QUARRIES

### INTRODUCTION

Greig, an aspiring Mechanical Engineer who embarked on his apprenticeship journey at Tillicoultry Quarries (TQ) nearly two years ago. Greig proudly serves as an apprentice Mechanical Engineer at TQ, primarily based at the quarry where his journey into the field of fabrication commenced.

### MOTIVATION AND CAREER ASPIRATIONS

Greig's passion for hands-on work blossomed as he sought opportunities beyond traditional education. The prospect of mastering practical skills and contributing to industrial processes appealed to him, fuelling his desire for a fulfilling career in the trades. Securing an apprenticeship at TQ presented itself as the perfect avenue to realise his aspirations.

### TRAINING AND PROFESSIONAL DEVELOPMENT

Greig underscores the invaluable training and support provided by TQ as pivotal to his professional growth. The company's dedication to his success has been evident, particularly in accommodating his educational pursuits alongside practical work. Learning to balance college commitments with on-the-job responsibilities has equipped Greig with essential time management and prioritisation skills, enhancing his overall proficiency.

### HIGHLIGHT PROJECT

A defining moment in Greig's apprenticeship was his involvement in refurbishing a 4800 Crusher drive cartridge. Undertaking tasks such as disassembly, bearing replacement, and reassembly showcased his burgeoning skills and the diverse nature of his work. This project exemplified the blend of theory and practice that characterises his apprenticeship journey.

### LONG-TERM CAREER GOALS

Greig envisions his apprenticeship as a springboard to a dynamic and rewarding career. The breadth of experiences gained through handling industrial tasks coupled with ongoing learning opportunities sets a solid foundation for his future endeavours. While the specifics of his career trajectory remain fluid, Greig is confident in the versatility his apprenticeship affords him.



### MENTORSHIP AND SUPPORT

Throughout his journey, Greig has benefited greatly from the guidance of his mentor, who has been instrumental in his development. Working closely with experienced tradesmen like his journeyman, Greig appreciates the culture of support and collaboration fostered within TQ. The open communication and willingness to assist have created an environment conducive to growth and learning.

### ADVICE TO ASPIRING APPRENTICES

Greig's advice to aspiring apprentices echoes the ethos of diligence and perseverance. Encouraging individuals to seize opportunities for growth and embrace challenges, he emphasises the rewarding nature of apprenticeships in the trades. Greig's journey serves as a testament to the potential for personal and professional fulfilment within the industry.



# RYAN FLEMMING

## RYAN'S APPRENTICESHIP JOURNEY AT TILlicOUNTRY QUARRIES

### INTRODUCTION

Meet Ryan, a dedicated apprentice who embarked on his journey at Tillicoultry Quarries (TQ) with aspirations of becoming a Mechanical Engineer. As part of Scottish Apprenticeship Week, we sat down with Ryan to explore his experiences, challenges, and the progress he has made during his second year at TQ.

### MOTIVATION AND CAREER ASPIRATIONS

Ryan's enthusiasm for hands-on work and practical learning led him to pursue an apprenticeship at TQ. Eager to apply his skills in a real-world setting, he found fulfilment in the prospect of contributing to industrial processes and projects.

### TRAINING AND PROFESSIONAL DEVELOPMENT

Reflecting on his second year, Ryan highlights the increased independence he has gained. With more experience under his belt, he relishes the opportunity to work autonomously and apply his learning in practical scenarios. This hands-on approach has been instrumental in solidifying his understanding of the trade.

### BIGGEST CHALLENGE AND OVERCOMING IT

Transitioning from the first to the second year posed a notable challenge for Ryan, particularly as college coursework became more demanding and time-consuming. However, he navigated this hurdle by honing his time management skills and embracing the support network available to him. Knowing he can seek assistance when needed has enabled Ryan to maintain a balance between his academic and practical responsibilities.

### PROUDEST ACHIEVEMENT

Ryan's proudest achievement in his second year lies in the noticeable growth of his confidence. Engaging with various tasks around the site and interacting with colleagues from different areas has boosted his self-assurance and expanded his skill set. Additionally, his proficiency in fabrication has earned him recognition as a valued member of the team, further affirming his progress and contributions.

### ADVICE TO NEW APPRENTICES

For aspiring apprentices joining TQ or the industry, Ryan offers straightforward yet invaluable advice. He encourages newcomers to work diligently, embrace challenges, and step out of their comfort zones.

Moreover, he stresses the importance of seeking help when needed, underscoring the supportive environment fostered within TQ.

### FUTURE ASPIRATIONS

Looking ahead, Ryan's aspirations revolve around continued growth and learning within the company. Eager to deepen his understanding of the trade and take on new challenges, he remains committed to expanding his skill set and making meaningful contributions to TQ's projects and initiatives.



# CORRI FLETCHER

## CORRI'S APPRENTICESHIP JOURNEY AT TILlicOUNTRY QUARRIES

### INTRODUCTION

Corri, an ambitious apprentice who embarked on his apprenticeship journey at Tillicoultry Quarries (TQ) with a passion for learning and a commitment to personal growth. As part of Scottish Apprenticeship Week, we had the pleasure of sitting down with Corrie to discuss his experiences, challenges, and aspirations during his first year at TQ.

### MOTIVATION AND CAREER ASPIRATIONS

Corri's journey into the world of apprenticeship began with a desire to deepen his understanding of his trade and expand his skill set. His enthusiasm for learning new skills and meeting new people fuelled his decision to pursue an apprenticeship at TQ, where he could marry practical experience with formal education.

### TRAINING AND PROFESSIONAL DEVELOPMENT

Reflecting on his first year, Corri expresses a deep appreciation for the opportunity to meet new people and acquire new skills at college. The hands-on learning experience provided him with valuable insights that he could immediately apply to his day-to-day work at TQ.

### BIGGEST CHALLENGE AND OVERCOMING IT

Transitioning into his apprenticeship presented Corri with the challenge of balancing his full-time job with his studies. While initially daunting, Corri is gradually learning to strike a balance between work and study through effective time management and open communication. He remains confident that with time and practice, he will overcome this challenge and excel in both aspects of his apprenticeship.

### PROUDEST ACHIEVEMENT

Corri's proudest achievement in his first year lies in his growing independence and ability to complete tasks autonomously. His transition from relying on guidance to working more independently signifies significant progress in his apprenticeship journey. Additionally, his prior experience working at TQ has allowed him to seamlessly integrate new skills and techniques into his role, making him a highly valued member of the team.



### ADVICE TO NEW APPRENTICES

For aspiring apprentices joining TQ or the industry, Corri offers sage advice based on his own experiences. He emphasises the importance of hard work, starting the apprenticeship journey at a young age, and demonstrating a willingness to learn. Corri believes that with dedication and enthusiasm, new apprentices can achieve success in their chosen field.

### FUTURE ASPIRATIONS

Looking ahead, Corri is eager to continue his apprenticeship journey and qualify as an HGV Mechanic. His passion for the trade and his desire to expand his knowledge and expertise serve as driving forces as he works towards his long-term career goals.



**FESTIVE CHEER AND CHARITY SPIRIT AT TILlicouLTRY QUARRIES**

Our recent Xmas Jumper Day was another successful charity event, raising £170 for Save the children. Teams across many of our sites got involved with the day and these photos just show a glimpse of the festive fun.



Steven Landsburgh, Quarry Manager from Loanleven, and teams across our TQ site.



**GEMMA PENMAN'S SPONSORED SILENCE**

We're thrilled to announce Gemma Penman, our Accounts Administrator, successfully completed a sponsored silence during our MacMillan Coffee morning, raising an incredible £321 for the charity.

Her dedication and commitment truly paid off, and we extend our gratitude to everyone who contributed to this fantastic cause.





### TQ COFFEE MORNING RAISES MONEY FOR MACMILLAN CANCER

We recently hosted our MacMillan Coffee morning at RWM House, successfully raising £1,666 for this worthy cause. This event demonstrated the generosity and dedication of our team members, and we would like to thank everyone for their involvement.

## Macmillan Coffee Morning 2023

This certificate is presented to  
**Tillicoultry Quarries Limited**  
& friends

For your kind contribution of  
**£1666.18**

To help support those affected by cancer. Thank you.

*Celine*

Celine & the Coffee Morning Team

7 Nov 2023



### TILlicoultry QUARRIES SUPPORTS ALLOA ADVERTISER'S CHRISTMAS TOY APPEAL

We are delighted to have supported the Alloa Advertiser in their annual Christmas Toy appeal, working alongside the Gate Foodbank and other local businesses for this important cause.

The Alloa Advertiser's initiative aims to ensure that every child experiences the joy of receiving a gift this Christmas. As part of our commitment to community well-being, Tillicoultry Quarries rallied behind this cause, joining forces with Allanwater Homes, Little Stars Nursery, and Sterling Mills to support the appeal.



### CHRISTMAS RAFFLE 2023 FOR STRATHCARRON HOSPICE

Once again our Christmas Raffle for Strathcarron Hospice was a success with the sum of £984 raised.

The Tar Plant Operators at Tulliallan were the winners of the hamper, with others across the business winning other prizes to enjoy.





### TILlicouLTRY QUARRIES SPONSORS THE HILLFOOT VIXENS

In a celebration of World Girls and Women in Sport Day, Tillicoultry Quarries is delighted to highlight our ongoing sponsorship of the Hillfoot Vixens. As a proud sponsor, Tillicoultry Quarries is committed to supporting the empowerment of women in sports, particularly in rugby. Our sponsorship represents our dedication to breaking barriers, fostering inclusivity, and creating a future where every girl and woman thrives in the world of sport.



### TQ SPONSORS CLACKMANNAN COMMUNITY FC

Sponsored by Tillicoultry Quarries, Clackmannan Community FC, proudly showcased their new team strips during their first game! Despite a slight delivery delay, the anticipation was worth it as the vibrant strips garnered unanimous approval from the team.



### TEAM STRAWHORN UPDATE

Exciting news from our sponsored Scottish curling team, led by Rory Macnair! Despite logistical challenges impacting training, the team has showcased remarkable resilience and achieved notable victories at the Jack Thomson memorial, EJCT Prague, and the Edinburgh Under 21 Slam. Their competitive spirit was evident with a commendable second-place finish at Greenacres Under 21 Slam, overcoming hurdles in Copenhagen, and making a strong comeback in the Scottish Championship. The final against Team Carson was a nail-biter, and though they narrowly missed out in the extra end, the team's journey has been defined by growth and determination.

### TILlicouLTRY QUARRIES PROUDLY SPONSORS CARNWATH AGRICULTURAL SHOW

Tillicoultry Quarries was delighted to sponsor the Carnwath Agricultural Show. As strong advocates for local events that bring people together, we recognise the importance of supporting initiatives that enhance the community experience. Our sponsorship helped to contribute towards essential expenses including equipment hire for the events throughout the day.





## EXCITING UPDATES AND VICTORIES FROM PEEBLES RUGBY CLUB!

The recently installed boards made an appearance at the last home game against Kirkcaldy, which they proudly won. This image showcases the Tillicoultry branding that will be featured at every home game:



Thank you to Peebles Rugby Club for their continued engagement, and best of luck to the team in the games this season!

## TILlicOUNTRY QUARRIES RENEWS SPONSORSHIP FOR MIDLAND MOTORSPORT RESCUE 2025!

We are delighted to announce that TQ extended their sponsorship of Midland Motorsport Rescue. This contribution will play a crucial role in supporting their operations, specifically towards obtaining essential clothing, overalls, and equipment vital for the rescue units.

The continued support from TQ not only helps maintain the high standards of safety and efficiency in their rescue operations but also demonstrates our commitment to community welfare. The TQ logo will continue to be displayed on their rescue units. This not only reflects their dedication to the cause but also serves as a visible testament to the collaborative spirit that makes Midland Motorsport Rescue a success.





# CUSTOMER SERVICE

## DENIS DIACENCO APOSTOL

### A VALUED ASSET TO OUR TEAM

We are thrilled to share the customer feedback we've received for Denis Diacenco Apostol. A customer recently took a moment to express their gratitude, emphasising Denis's outstanding contributions to our business.

*"I just want to say what an asset to your business Denis is. Denis is really helpful and goes that extra mile for your customers and always keeps us informed. Keep up the good work."*



Denis Diacenco Apostol.

## SNETTERTON CONCRETE PLANT

A recent customer at Snetterton Concrete Plant gave excellent feedback following a recent delivery.

*"Above and beyond service, excellent staff, had a pleasure dealing with them."*

## WES WILSON'S EXCEPTIONAL COMMITMENT TO BALFOUR BEATTY

Wes Wilson was recognised by Balfour Beatty for providing outstanding customer service, going above and beyond by personally assisting with the order and showcasing the exceptional commitment that sets the Tillicoultry team apart.

*"I just want to pass on my thanks for all your assistance this week in relation to today's order. We're really pleased with the service and Wes, I can't believe you came out! How kind!...Needless to say, you guys are great representatives of Tillicoultry and I'm more than sold to the idea of doing as much business with you as I can!"*

## EXCEPTIONAL SERVICE ACKNOWLEDGED ON BEHALF OF EUROVIA SWRR S5

We are delighted to share our satisfaction with the exceptional service provided by Tillicoultry on behalf of Eurovia SWRR S5.

*"The quality of the concrete delivered has consistently met our high standards, and punctual deliveries have ensured the smooth progress of our projects. The team at Tillicoultry demonstrates professionalism, expertise, and a proactive approach, contributing significantly to our project success. Clear and transparent communication further enhances the collaborative experience. We confidently endorse Tillicoultry for their reliability, top-notch product quality, and exceptional customer service. We look forward to continued successful collaborations in the future."*









CAT



CAT

INVE



# NEW CAT 352F EXCAVATOR

## *ENHANCES OPERATIONS AT TAMS LOUP QUARRY*

The CAT 352F Excavator at Tams Loup Quarry, joined our fleet last week. This cutting-edge equipment promises increased efficiency and precision in our quarry activities. Stay tuned for more updates on its impact.

A yellow CAT 352F tracked excavator is shown in a quarry setting. The excavator is positioned on a pile of dark material, likely coal or ore. The background features a sunset sky with soft, golden light and silhouettes of trees and hills. The excavator's arm is extended upwards and to the left. The number '352' is visible on the side of the cab, and the CAT logo is on the rear panel. The overall scene conveys a sense of industrial activity and modern equipment in a rugged environment.

# INVESTMENTS



# THE TQ EMPLOYEE APP

## TQ LAUNCHES INNOVATIVE APP FOR EMPLOYEE ENGAGEMENT

Exciting news! Launched on the 27<sup>th</sup> November 2023, Tillicoultry Quarries proudly introduced its new employee app, designed to improve connectivity and efficiency within our organisation.

The user friendly interface offers more streamlined communications channels, employee assistance in the form of access to a GP and free of charge counselling service as well as access to over 5000 retail discounts.

We are hopeful this will enhance connectivity and efficiency making the app an invaluable tool for day-to-day operations.

### Everything you need to know about your new benefits & employee assistance programme app:

#### PAY DOCUMENTS

View your latest and historical payslips directly on your phone. Quickly access your P60 and other pay documents.

#### HEALTH & WELLBEING

Enjoy gym discounts at top UK gyms and undergo an online health check tailored to you. Your mental and physical well-being is a priority!

#### 24/7 GP SERVICE

Speak to a GP anytime, anywhere—face-to-face via webcam/phone camera or by telephone. Book appointments at your convenience, with prescriptions authorised and delivered to your local pharmacy.

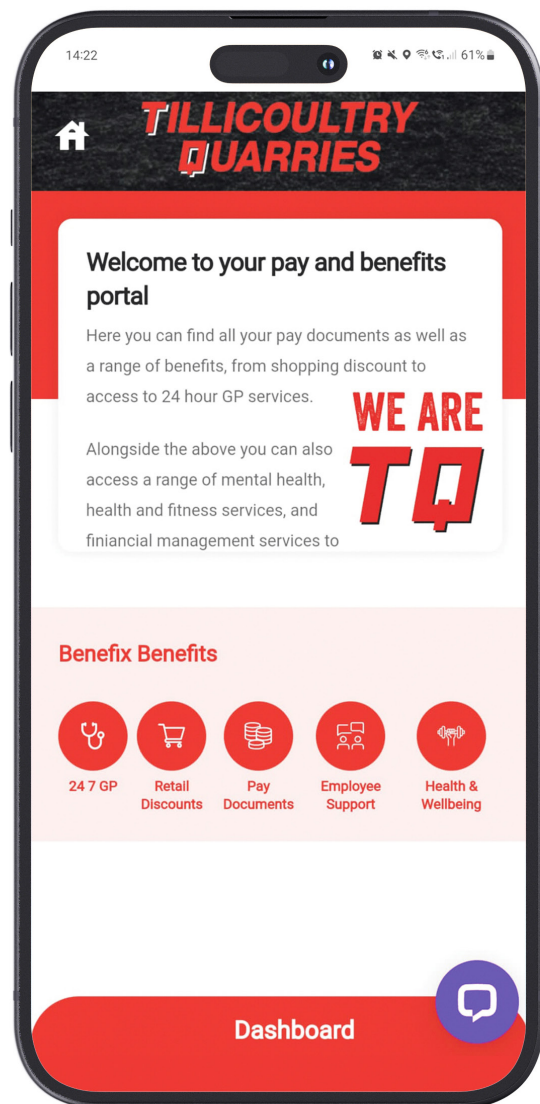
#### EMPLOYEE SUPPORT

Utilise a free confidential 24/7 telephone line from your staff portal. Access fully qualified professional counsellors and receive confidential financial, legal, and emotional support. Rest assured—it's 100% confidential.

#### DISCOUNT OUTLET

Dive into the best discounts at over 5,000 retailers, from restaurant offers to family fun at top UK attractions. Enjoy savings on holidays, with an average of up to £1,000 per year!

We believe this innovative app is your all-in-one solution, providing not just connectivity and efficiency but a wealth of benefits and support to enhance your work-life balance. Here's to a more connected and empowered workforce at Tillicoultry Quarries!



# SUGGESTION BOX

**James Ward** suggested we fit a quick fill point on the diesel tank that attaches to the quick fill point on the diesel bowser. This will save man hours filling the diesel bowser therefore freeing up a people for other duties.



James Ward, right.

**Gemma Penman**, Accounts Administrator, received a £50 voucher for her suggestion to include more generic contact details on our website for individual departments. This will help us to improve communication and efficiency as external queries will come straight through to the correct department.



Gemma Penman, right.



Tillicoutry Quarries Mortars and Renders, Hullerhill.

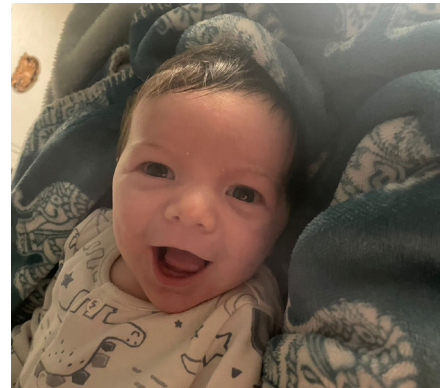


# NEW ARRIVALS

We were delighted to hear Wes Wilson, our Senior Materials Technician based in Ely, and his partner, welcomed a new addition to the family, Oslo, born on the 13<sup>th</sup> of December 2023.

Ryan Sheerin, a Quarry Operative from Longyester, and his partner Jill welcomed a baby girl, Sophia, on the 28<sup>th</sup> January 2024.

We are overjoyed to announce the arrival of Harvey Miller's bundle of joy, Jude Dustin Miller, weighing 7lb 9oz, born on 9<sup>th</sup> January 2024 at 15:26. Congratulations to the Miller family on this new addition!



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Tillicoultry Quarries Mortars and Renders, Hullerhill.





# RETIREMENTS

## **JOHN HADNUM**

Sales Manager at RWM House retired in October 2023 after 12 years' service.

## **BRIAN TAYLOR**

HGV Driver at Tulliallan has retired after 3 years' service.

## **PATRICK DOOLAN**

Quarry Operative at Northfield has retired after 5 years' service.

## **BRIAN ALLAN**

HGV Driver at Tulliallan has retired after 6 years' service.



John Hadnum, left.





# LONG SERVICE AWARDS

## HONOURING TQ EMPLOYEES WITH LONG SERVICE AWARD FOR OUTSTANDING COMMITMENT

We recently presented John McCabe, HGV Mechanic and John Wayne Sinclair, HGV Driver, both from our Tulliallan site, Phil Kerr, Sand and Gravel Area Manager and Phyllis Neilly, Cleaner at Hullerhill with their long service awards. We would like to congratulate and thank them for this achievement.



John McCabe, right, receiving his 10 year long service award.



John Wayne Sinclair, right, receiving his 10 year long service award.



Phyllis Neilly, right, receiving her 10 year long service award.



Phil Kerr, right, receiving his 20 year long service award.



# TEAM MOVES

**Timothy Fuller** moved from HGV Driver at Stockton to Relief Plant Supervisor for the North East.

**Kelsey Campbell** has moved from her role of Office Administrator/Receptionist to Credit Control Assistant.

**Kieran Watt** moved from Materials Technician to Senior Materials Technician at Clydebridge.

**Gary Shannon** moved from his role as Concrete Manager to Assistant Manager at Tams Loup Quarry.

**Neil Thomson** has moved from his role of Quarry Operative to Assistant Manager at our Dalhousie Sand and Gravel Quarry.

**Tommy Cowan** moved from his role as Assistant Quarry Manager at Tams Loup to Quarry Manager.



Timothy Fuller.



Kieran Watt.



Neil Thompson.



Kelsey Campbell.



Gary Shannon, left. Tommy Cowan, right.



# KEY APPOINTMENTS



**Lee Timlin** joined the business on 10<sup>th</sup> January 2024 as Finance Manager. Lee studied Accountancy and Finance at Strathclyde University graduating with a first-class honour's degree in 2017. While studying at University Lee was a football referee at youth level and then progressed onto various roles within Finance after gaining his degree and his ICAS qualification.



**Fraser Brown** joined the business on 4<sup>th</sup> December 2023 as Head of Transport Operations. Fraser has a wealth of experience in Transport Operations starting his career as an HGV driver and progressing into managerial and operational transport roles prior to joining Tillicoultry Quarries in December 2023.



**Andrew Panes** joined the business on 15<sup>th</sup> January 2024 as Sales Representative based at Ely. Andrew brings with him many years of commercial experience from within the industry both in the UK and abroad.



# TRAINING AND DEVELOPMENT

## CAREERS FAIR

We attended the Careers Fair event hosted by Keith Brown MSP, at the Alloa Town Hall on Friday, 2<sup>nd</sup> February 2024. This event serves as a valuable platform, bringing together local and national organisations to showcase employment, training, volunteering, and education opportunities available to the community. The Fair has a proven track record of success, fostering meaningful connections between organisations and individuals.



## MANAGEMENT TRAINING

We are delighted that 14 of our managers and support team members have completed their Management Training course delivered by Dr Nick Quinn. This is the seventh year of running the course which commenced in October 2023. The feedback from the course has been excellent and we are confident the learning will support our manager with their ongoing career development with Tillicoultry Quarries.



## CONCRETE TECHNOLOGY EXAM

Congratulations to Gemma Nichol, Andrew Beech, Flora Strachan and Kieran Watt who passed their Concrete Technology and Construction Concrete Practice Exam in December 2023.

## GEOTECHNICAL TRAINING FOR OPERATIVES

We recently put 11 of our Trainee Quarry Operatives through a geotechnical awareness training course. This course is designed to provide our operatives with the basic geotechnical knowledge required to work safely in our quarries.

## SVQ

Congratulations to Jamie McLaughlan, Site Operative at Newtongrange, Alan Cunningham, Quarry Operative at Collessie, David Scott, HGV Driver Newtongrange and Steven McSeveney, HGV Driver Newtongrange who have all successfully completed their SVQ Level 2 and 3 qualifications in Plant, Processing and Driving Goods Vehicles. We also have another 29 SVQ/NVQ qualifications in progress.

## ELECTRICAL AWARENESS TRAINING

We recently put 17 of our team members across the business through an Electrical awareness course. The course is designed to give our teams a basic understanding of electricity and electrical systems and to enable them to fully understand the dangers associated with electricity and electrical systems. The course will therefore ensure our teams are able to use safe working practices when working with or around electrically operated equipment, to identify electrical hazards and ensure they are able to carry out simple electrical tasks related to their job role.



# HEALTH AND SAFETY

## **SAFETY FIRST: SCOTT MCDONALD'S IMPACTFUL RETURN TO WORK TALKS**

### **2024—NEW YEAR—NEW FOCUS**

Within January 2024, the Health & Safety team were out across the Tillicoultry Quarries business delivering a Health & Safety presentation as we entered the New Year.

The interactive presentation covered our Health & Safety performance within 2023 and focused & highlighted areas for us all to think about in 2024.

One key area was how we all can help make Tillicoultry Quarries one of the safest places to work within the industry with the way we all interact and look out for each other as a team. If we spot unsafe conditions let people know and get it sorted and if we witness unsafe behaviours, we can all challenge each other as a team to remove unsafe acts being committed within Tillicoultry Quarries.

The presentation also reminded everyone the way we do Risk Assessments within TQ and the importance of Isolation & lock off to ensure everyone is safe when working on our equipment including our contractors.

We all finished with a discussion on winter weather and increased risk of slips, trips and falls in the winter and early spring months.

We will be doing a similar Health & Safety presentation to all team members in transport in the coming weeks.

I would like to thank everyone for all the interaction/ discussion points during the presentation across the business.

**Scott McDonald**  
Health, Safety & Environmental Manager







**PRIORITISING WELL-BEING AT TQ**

Alongside our commitment to physical safety, we emphasise mental well-being, supported by our three dedicated Mental Health First Aiders: Carol, Meg, and Sophia. For additional support, our Employee Assistance Programme, accessible through the employee app, offers six free counselling sessions and a free GP service. Your well-being is our priority, and assistance is just a conversation away. Reach out to our Mental Health First Aiders or utilise the Employee Assistance Programme if you or someone you know needs support.

# 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



**STEPCHANGE**  
 Telephone: 0800 138 1111



**SAMARITANS**  
 Telephone: 116 123  
 (24 hours a day, free)



**MIND**  
 Telephone: 0300 123 3393  
 (9am–6pm Mon–Fri or text 86463)

**HAVE SOMETHING TO SAY?**

The Tillicoutry 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 Tillicoutry Quarries Newsletter and a big thank you to those of you, from across all of our sites, who have contributed ideas so far.

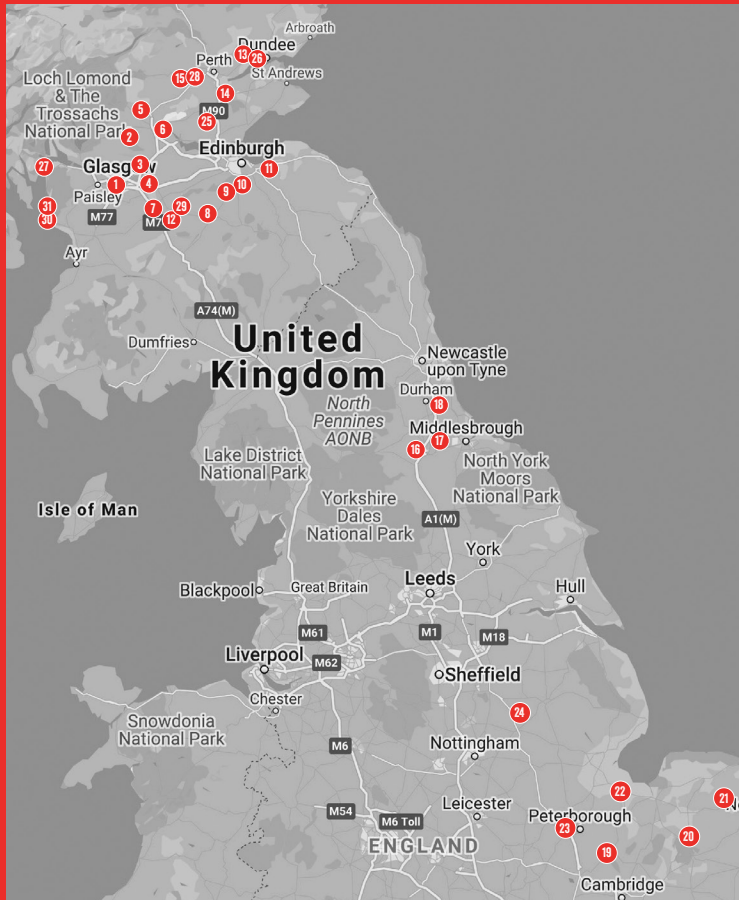
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[tillicoutryquarries.com](http://tillicoutryquarries.com)



# TILlicOUNTRY QUARRIES

## LOCATIONS—UK



## TILlicOUNTRY QUARRIES

1. **CLYDEBRIDGE**  
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**  
Craigfoot House,  
Tillicoultry,  
FK13 6AZ  
Tel: 01259 730 481
6. **TULLIALLAN**  
Tulliallan,  
Kincardine-on-Forth,  
FK10 4DT  
Tel: 01259 730 481
7. **RYEFLATT QUARRY**  
Carnwath,  
Lanark,  
ML11 8SA  
Tel: 01555 870 346
8. **EDSTON QUARRY**  
Peebles,  
Scottish Borders,  
EH45 8NW  
Tel: 01721 720 120
9. **DALHOUSIE QUARRY**  
Bonnyrigg,  
Midlothian,  
EH19 3JA  
Tel: 0131 654 9921
10. **NEWTONGRANGE**  
Newtongrange Dalkeith,  
Midlothian,  
EH22 4QN  
Tel: 0131 660 4454
11. **LONGYESTER QUARRY**  
Longyester, Gifford,  
East Lothian,  
EH41 4PL  
Tel: 01620 810 446
12. **CLOBURN ASPHALT PLANT**  
Pettinain,  
Lanarkshire,  
ML11 8SR  
Tel: 01555 663588
13. **DUNDEE CEMENT TERMINAL**  
Port of Dundee,  
Stenmergeate Road,  
Dundee,  
DD1 3LU
14. **COLLESSIE QUARRY**  
Collessie,  
Ladybank,  
Fife, KY15 7UN  
Tel: 01337 832 965
15. **LOANLEVEN QUARRY**  
Almondbank, Perth,  
Perth and Kinross,  
PH1 3NF  
Tel: 01738 842 917
16. **STOCKTON CONCRETE PLANT**  
Adam Street, Bowesfield Lane,  
Stockton-On-Tees,  
TS18 3HQ  
Tel: 01642 678 535
17. **MIDDLESBROUGH ASPHALT PLANT**  
Tilbury Road, South Bank, Cleveland,  
Middlesbrough, TS6 6AL  
Tel: 01 642 453 952
18. **HARTLEPOOL CONCRETE PLANT**  
Whitby Street South,  
Hartlepool,  
TS24 7LP  
Tel: 01429 275 645
19. **ELY ASPHALT PLANT**  
Potter Distribution Depot,  
Queen Adelaide, Ely,  
Cambridgeshire, CB7 4UB  
Tel: 01353 667 853
20. **SNETTERTON CONCRETE PLANT**  
Eccleshall Road,  
Snetterton,  
Norwich,  
NR16 2JU  
Tel: 01953 888 671
21. **COSTESSEY CONCRETE PLANT**  
Ernest Gage Ave,  
New Costessey, Norwich,  
NR5 0TX  
Tel: 01603 745 999
22. **KING'S LYNN CONCRETE PLANT**  
Hamlin Way, Hardwick Narrows  
Industrial Estate, Kings Lynn, Norfolk,  
PE30 4NG  
Tel: 01553 772 60
23. **PETERBOROUGH CONCRETE PLANT**  
Forty Acre Road, Peterborough,  
Cambridgeshire,  
PE1 5PS  
Tel: 01733 894 976
24. **WHISBY CONCRETE PLANT**  
Teals Pit, Whisby Road,  
Whisby, Lincolnshire,  
LN6 9BY  
Tel: 01522 690 943
25. **CARDENDEN CONCRETE PLANT**  
Craighead Quarry,  
Lochgelly, Fife,  
KY5 0HE  
Tel: 01592 720564
26. **DUNDEE CONCRETE PLANT**  
Dock Street,  
Dundee,  
DD1 3JS  
Tel: 01382 225907
27. **GREENOCK CONCRETE PLANT**  
James Watt Dock,  
Off East Hamilton Street,  
Greenock, PA15 2UT  
Tel: 01475 729452
28. **PERTH CONCRETE PLANT**  
Shore Road,  
Perth,  
PH2 8BH  
Tel: 01738 623388
29. **PRETTSMILL QUARRY**  
Ayr Road,  
Lanark,  
ML11 9TN  
Tel: 07436 484 039
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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**TILlicOUNTRY QUARRIES**  
RWM House,  
Killbagie, Alloa,  
FK10 4DY  
T: 01259 730 481  
E: sales@tillicountryquarries.com  
tillicountryquarries.com

**TILlicOUNTRY QUARRIES  
MORTARS AND RENDERS**  
Hullerhill, Kilwinning,  
Ayrshire, KA13 7QN  
T: 01294 557 515  
E: sales@tillicountryquarries.com  
tillicountryquarries.com