

# TILlicOUNTRY QUARRIES

## Modern Slavery and Human Trafficking Statement

This statement is pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Tillicoultry Quarries Slavery and Human Trafficking statement for 2025/2026 financial year, which ended on 31<sup>st</sup> March 2026.

### Introduction

Modern Slavery is a crime and a violation of fundamental human rights. Tillicoultry Quarries has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all business we conduct. We are committed to implementing effective controls to ensure modern slavery is not taking place anywhere in our business or our supply chains.

### About us

Tillicoultry Quarries was established in 1931 by RW Menzies to supply the local market with construction materials and is still family owned and run.

Producing a wide range of quality assured materials, including aggregates, asphalts, ready-mixed concretes, construction sands, sports sand, gravel, cement, mortar and render, Tillicoultry Quarries is a supplier of high-quality materials. Integrated within its quarrying operations are 9 coating plants and 16 concrete plants and a cement terminal capable of producing materials to the highest specification required for large volume motorway construction projects through to small volume private works.

### Our Supply Chain

Direct suppliers of raw materials including bitumen, cement, fuel.

Indirect suppliers and providers of goods and services and facilities including haulage services, labour.

Capital suppliers including fixed and mobile plant and operating machinery.

We are committed to ensuring that slavery and human trafficking plays no part in our supply chain or any part of our business. In order to allow us to identify and reduce risk we build long standing relationships with our suppliers and subcontractors and make clear through our Corporate Social Responsibility Policy our expectations on ethical standards. We are committed to working with suppliers who meet our business and sustainability standards.

In 2025/26 97% of our supply chain was based in the UK. We continually review all of our suppliers with annual turnover in excess of £50m to ensure they have published an annual Modern Slavery Statement and are meeting their obligations under the Modern Slavery Act 2015. This will allow us to assess the risk of slavery in our direct suppliers.

Any new businesses who supply us with goods and services will also be required to demonstrate how they are complying with their obligations under the Modern Slavery Act 2015 and ensuring slavery and human trafficking is not taking place in their business.

Tillicoultry Quarries will not continue to purchase goods or services from any supplier that is found to be engaging slavery or in human Trafficking.

### Policy and Values

Tillicoultry Quarries opposes slavery and human trafficking and have policies in place to prevent and reduce the risk of any such practices occurring in our business or our supply chain. This Slavery and Human Trafficking Statement articulates Tillicoultry Quarries commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our business or supply chains.

As a family business we have a clear focus on our people and treat people with honesty, and respect. We are a responsible employer and demonstrate our values in all that we do. We invest in our people and are committed to providing vocational training and creating a fully competent workforce.

We have a number of policies in place which play an integral part in how we operate and do business. Tillicoultry Quarries operates with robust recruitment processes in line with UK employment laws, including eligibility checks and direct contracts of employment. We encourage inclusivity and provide equal opportunities for all.

Our managers are aware of and are expected to comply with our Anti Bribery policy.

We are committed to providing a safe environment for all of our employees and actively encourage health and safety throughout our policies, induction process and culture.

We are also committed to engaging with the communities in which we operate and support many local charities, events and organisations through our CSR programme.

In line with our obligations under the Modern Slavery Act 2015 we will continue to develop our people and procurement policies to ensure our commitment is embedded in everything we do.



Wallace Menzies  
Director  
Tillicoultry Quarries LTD

Date Policy Reviewed	01.3.2026
Next Review Date	01.3.2027
Reviewed by	Sophia Westerhuis, Director
Signature	