

**WE ARE *TQ***

**GENDER PAY GAP  
REPORT *2025***

**TILlicOUNTRY  
*Q*UARRIES**

# GENDER PAY GAP REPORT

LEGISLATION INTRODUCED IN APRIL 2017 REQUIRES ANY ORGANISATION WITH MORE THAN 250 EMPLOYEES TO PUBLISH THEIR GENDER PAY GAP.

## WHAT IS THE GENDER PAY GAP

The gender pay gap is the measure of the difference in the average earnings of men and woman across an organisation regardless of specific job.

Gender pay gap reporting focuses on 4 main areas:

- Hourly paid gap – mean and median
- Bonus pay gap – mean and median
- Proportion of men and woman receiving bonus pay
- Proportion of men and woman in different pay quartiles

Tillicoultry Quarries statistics are based on the snap shot data taken from our payroll as of 5<sup>th</sup> April 2025.

All employees receiving less than full pay (for example sick pay) on the snapshot date of 5<sup>th</sup> April 2025 were excluded from these calculations.

## OUR WORKFORCE

In our Tillicoultry Quarries Business we had the following employees as of 5<sup>th</sup> April 2025. We had **341** employees in total, **29** woman and **312** men.

8% WOMEN 92% MEN



## MEAN & MEDIAN PAY GAP

As of 5<sup>th</sup> April 2025, Tillicoultry Quarries mean and median gender pay is as follows.

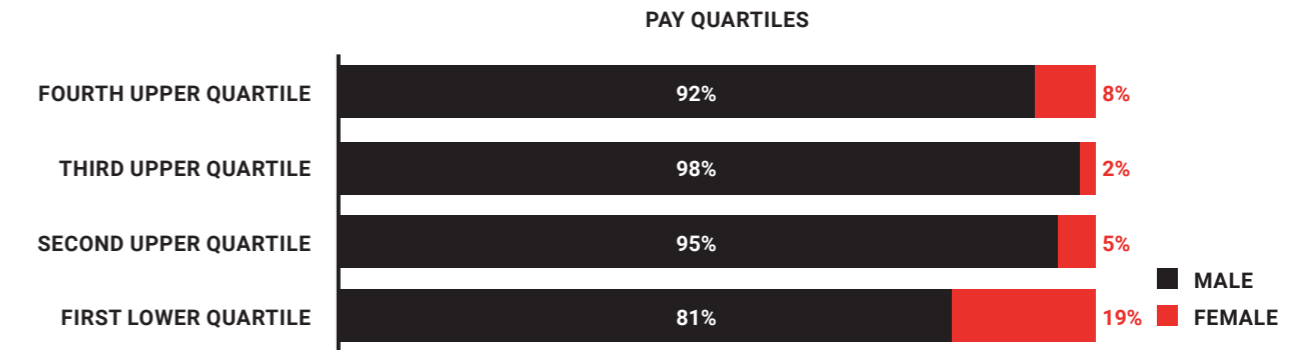
TQ MEAN PAY GAP

**10%**

TQ MEDIAN PAY GAP

**18%**

## PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



## BONUS PAYMENTS

Proportion of men and woman receiving a bonus payment across our business as of 5<sup>th</sup> April 2025.



## BONUS PAY GAP

BONUS MEAN PAY GAP

**-175%**

BONUS MEDIAN PAY GAP

**-75%**

## WHY DOES TILlicoultry QUARRIES HAVE A GENDER PAY GAP?

The biggest contributor to our gender pay gap is due to there being a higher proportion of men in senior roles. More of our higher paid employees are therefore male and make up a higher proportion of our management teams and senior operational roles.

Tillicoultry Quarries is committed to being an employer of choice and are working towards ensuring we create an inclusive culture across our entire business.

**Wallace Menzies**  
Director

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