



## About Us

Donaldson Timber Systems Limited are the UK's leading offsite timber systems manufacturer, specialising in the supply and construction of sustainable, state-of-the-art open and closed panel timber frames. We strive to make offsite timber manufacturing more efficient, higher in quality, more cost effective, and to make net carbon homes a reality.

## Gender Pay Gap Information

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and publish this data on our own website and the government website within one calendar year of the annual snapshot date. The snapshot data was assessed as at 5th April 2022 using the payroll records provided by Stuart Milne Group from their Group Head Office at Peregrine House, Westhill, Aberdeen. This provided our calculations showing the difference between the average earnings of men and women in the company.

This was the first report for Donaldson Timber Systems (previously they were part of the Stuart Milne Timber Systems and part of the Stuart Milne Group and reported as such in 2021).

Year 1 of our Gender Pay Gap reporting shows the breakdown of 61/16.6% of females to 367/83.4% males. This year's findings demonstrate a negative gender pay gap reporting in terms of pay levels and bonus.

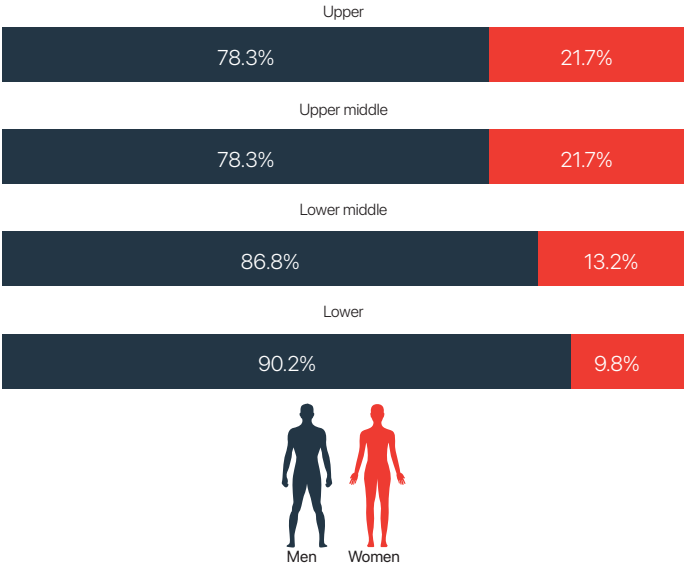
## The figures as of 5th April 2022 are as follows:

- Mean Gender Pay Gap was 18.28% (in favour of males)
- Median Gender Pay Gap was 15.5% (in favour of males)
- Mean Bonus Gender Pay Gap was 66.58% (in favour of males)
- Median Bonus Gender Pay Gap was 48% (in favour of males)

### Quartile Pay-band

The proportion of male/female in each quartile pay-band is as follows:

Quartile	Men	Women
Lower	78.3%	21.7%
Lower middle	78.3%	21.7%
Upper middle	86.8%	13.2%
Upper	90.2%	9.8%



### Comments:

#### Gender Balance

Over 47% of our employees are based in manufacturing side of the business which remains a male dominated environment, typical of the industry. As our manufacturing becomes more advanced, using robotics for example, we believe this will help improve our attractiveness as an employer in the manufacturing environment and in turn improve our gender balance. We are also working towards breaking down barriers and beliefs as we continue to promote a positive shift in the gender make up of roles across all pay quartiles focussing on the Upper middle and Upper quartiles where female representation is lowest.

#### Bonus

We are committed to improving the gender balance and breaking down traditional industry beliefs and practices to improve our gender bonus gap.

I can confirm that this information is accurate:

Signed:

DTS Managing Director: Rod Allan

Date: 24<sup>th</sup> March 2023

Note:

This does not involve the publication of individual employees' data.

