



About Us

Donaldson Timber Systems (DTS) 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 of 5th April 2023 using internal records and records provided by Johnston Carmichael, our outsourced payroll provider. This provided our calculations showing the difference between the average earnings of men and women in the company.

This is the second report for Donaldson Timber Systems (previously we were Stuart Milne Timber Systems and part of the Stuart Milne Group and reported as such up to 2021).

Year 2 of our Gender Pay Gap reporting shows the breakdown of 68/15.6% of females to 368/84.4% males. This year's findings demonstrate a negative gender pay gap reporting in terms of pay levels and bonus.

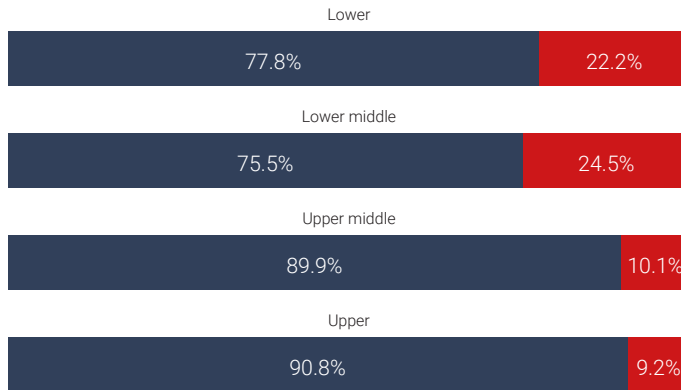
The figures as of 5th April 2023 are as follows:

- Mean Gender Pay Gap was 19.91% (in favour of males)
- Median Gender Pay Gap was 19.1% (in favour of males)
- Mean Bonus Gender Pay Gap was 61.38% (in favour of males)
- Median Bonus Gender Pay Gap was 38.4% (in favour of males)

Quartile Pay-band

The proportion of males/females in each quartile pay-band are as follows:

Quartile	Men	Women
Lower	77.8%	22.2%
Lower middle	75.5%	24.5%
Upper middle	89.9%	10.1%
Upper	90.8%	9.2%



Comments:

Gender Balance

Over 59% of our employees are based in manufacturing side of the business which typical of our industry which remains a male dominated environment. We are introducing this year more advanced methods of manufacturing (robotics), which we believe will ultimately help improve our attractiveness as an employer in the manufacturing environment and in turn improve our gender balance.

DTS is confident that its gender pay gap does not arise from paying men and women differently for equivalent work. The gender pay gap is as a result of the roles in which men and women work within DTS. We will continue to endeavour to attract more female workers to increase the 15% of our workforce who are female and to increase the number of women in our upper and upper middle pay quartiles.

Bonus

This gender bonus gap is predominately due to the volume of females having a lower bonus potential versus the volume of males with higher bonus earning potential. We are committed to improving the gender balance and working to improve our gender bonus gap. Although positively there has been a reduction in the bonus gender gap this year, we recognise we there is further progress to be made.

I can confirm that this information is accurate:

Signed:  DTS Managing Director:

Date: 2nd April 2024 Rod Allan

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



Family



People



Customer



Integrity



Sustainability