



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 2024 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 third 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 3 of our Gender Pay Gap reporting shows the breakdown of 57/18.5% of females to 251/81.5% males. This year's findings demonstrate a negative gender pay gap in terms of pay levels.

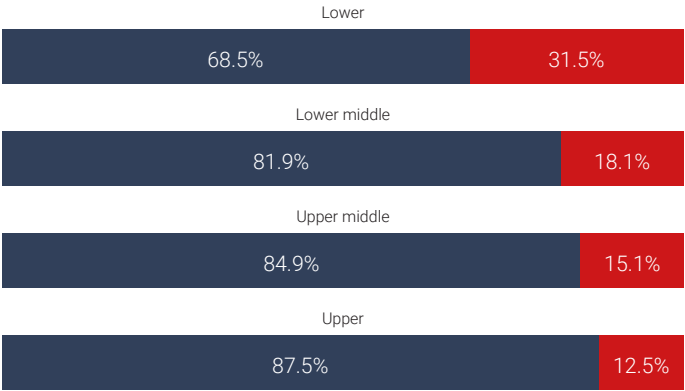
The figures as of 5th April 2024 are as follows:

- Mean Gender Pay Gap was 12.13% (in favour of males)
- Median Gender Pay Gap was 18.9% (in favour of males)
- Mean Bonus Gender Pay Gap was zero
- Median Bonus Gender Pay Gap was zero

Quartile Pay-band

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

Quartile	Men	Women
Lower	68.5%	31.5%
Lower middle	81.9%	18.1%
Upper middle	84.9%	15.1%
Upper	87.5%	12.5%



Comments:

Gender Balance

Over 55% of our employees are based in manufacturing side of the business which typical of our industry, which remains a male dominated environment. We have introduced 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 continue to endeavour to attract more female workers, and we have seen an increase to 18.5% this year. We have also seen an increase in the percentages of women of our workforce in our upper and upper middle pay quartiles compares to the previous year, although we will continue to strive to improve this balance. We remain committed to improving the gender balance and breaking down traditional industry beliefs and practices.

Bonus

Although all colleagues are eligible to participate in the company bonus scheme, no bonuses were paid in the relevant period.

I can confirm that this information is accurate:

Signed: 

Date: 4th April 2025

Donaldson Offsite CEO:

Alex Goodfellow

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



Family



People



Customer



Integrity



Sustainability