



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 2025 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 fourth report for Donaldson Timber Systems (previously we were Stuart Milne Timber Systems and part of the Stuart Mile Group and reported as such in 2021).

Year 4 of our Gender Pay Gap reporting shows the breakdown of 54/18.1% of females to 244/81.9% males. This year's findings demonstrate a negative gender pay gap reporting in terms of pay

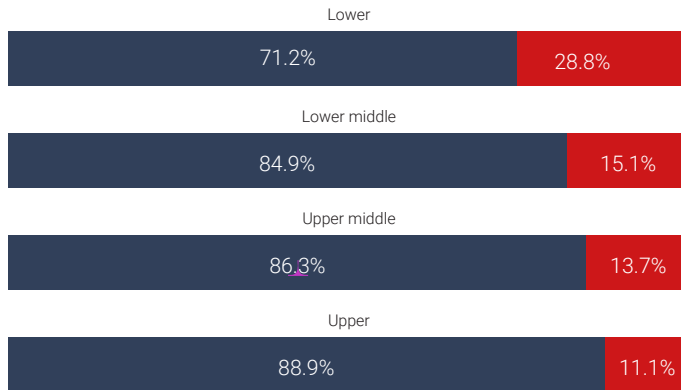
The figures as of 5th April 2025 are as follows:

- Mean Gender Pay Gap was 9.48% (in favour of males)
- Median Gender Pay Gap was 13.7% (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	71.2%	28.8%
Lower middle	84.9%	15.1%
Upper middle	86.3%	13.7%
Upper	88.9%	11.1%



Comments:

Gender Balance

Over 49% of our employees are based in manufacturing side of the business which typical of our industry, remains a male dominated environment. We have introduced more advanced methods of manufacturing (robotics), which we still 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 a result of the roles in which men and women work within DTS. We continue to endeavour to attract more female workers, although we have seen a small decrease to 18.1% females this year. There has been a positive reduction in our mean and median pay gaps compared with last year. We remain committed to improving the gender balance.

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:

Donaldson Offsite CEO:

Date: 31st March 2026

Alex Goodfellow

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



Family



People



Customer



Integrity



Sustainability