



About Us

Donaldson Timber Engineering Limited supplies a full range of engineered timber products, including roof trusses, open web joists, and site-ready I-joists. All our products are made using legal and sustainably sourced timber, one of the most environmentally-sound standard building materials.

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 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.

Year 7 of our Gender Pay Gap reporting shows that the percentage of females to males has remained the same and is broken down as follows:

56/12% female and 428/88% male.

These year 7 figures demonstrate a continued commitment to addressing the gender pay gap within our organisation.

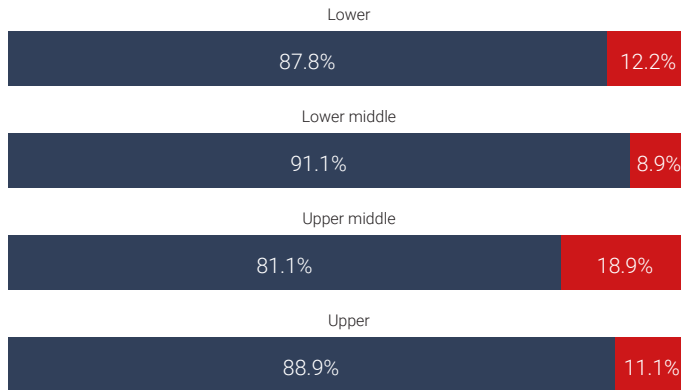
The figures as of 5th April 2023 are as follows:

- Mean Gender Pay Gap was 1.59% (in favour of males)
- Median Gender Pay Gap was -7.3% (in favour of females)
- Mean Bonus Gender Pay Gap was -71.84% (in favour of females)
- Median Bonus Gender Pay Gap was -197.3% (in favour of females)

Quartile Pay-band

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

| Quartile | Men | Women |
|--------------|-------|-------|
| Lower | 87.8% | 12.2% |
| Lower middle | 91.1% | 8.9% |
| Upper middle | 81.1% | 18.9% |
| Upper | 88.9% | 11.1% |



Comments:

Gender Balance

We have previously identified that the Company, typical of the industry, still reflects traditional manufacturing which remains a male dominated environment. Our commitment to breakdown any stereotypical barriers and beliefs have proved to be a challenge and we continue to promote a positive shift in the gender breakdown in our quartile pay bands.

Bonus

Our production and factory employees make up 70% of the workforce and are predominantly male as identified in the quartile figures. All colleagues are eligible to participate in the company bonus scheme.

We remain committed to continually improving the gender balance and breaking down traditional industry beliefs and practices.

I can confirm that this information is accurate:

Signed:

DTE Managing Director:

Date: 2nd April 2024

Luke Roberts

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



Family



People



Customer



Integrity



Sustainability