

Report for April 2025

Gender Pay Gap

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 Gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The data must be published on both our company website and the government website within one calendar year of the annual snapshot date.

For this report, the snapshot was taken as of 5th April 2025, using internal records and payroll data provided by Johnson Carmichael, our outsourced payroll provider. This enables us to calculate the differences between the average earnings of men and women across the company.

In Year 9 of our Gender Pay Gap reporting, the proportion of female to male colleagues has shifted slightly, with 56 employees (13.3%) identifying as female and 365 employees

(86.7%) identifying as male. While the overall representation of females remains lower than males, we continue to monitor and implement initiatives to promote equality and support career progression for all colleagues.

These figures reflect both the challenges we face and our ongoing commitment to addressing the gender pay gap. We remain focused on creating an inclusive workplace where opportunities and rewards are fair and equitable for everyone.

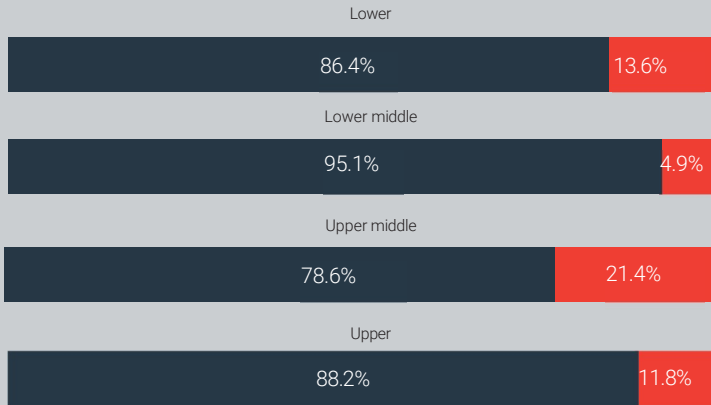
The figures as of 5th April 2025 are as follows:

- Mean Gender Pay Gap was -0.54% (in favour of females)
- Median Gender Pay Gap was -3.2% (in favour of females)
- 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	86.4%	13.6%
Lower middle	95.1%	4.9%
Upper middle	78.6%	21.4%
Upper	88.2%	11.8%



Men



Women

Comments:

Gender Balance

We have previously noted that, typical of the industry, the Company remains a male-dominated environment, reflecting the traditional manufacturing sector. Breaking down stereotypical barriers and beliefs has proven challenging, but we continue to actively promote a positive shift in the gender balance across our pay quartiles.

Bonus

All colleagues are eligible to participate in the company bonus scheme; however, no bonuses were paid during the relevant period.

We remain committed to improving gender balance and challenging traditional industry practices to create a more inclusive and equitable workplace.

I can confirm that this information is accurate:

Signed:

Luke Roberts
DTE Managing Director

