

## Gender Pay Gap

All private and voluntary sector companies in the UK are required to publish an annual report on the Gender Pay Gap in their organisation. The Gender Pay Gap is the difference between the average pay for men and women in that organisation. This year all companies who employ more than 250 staff are required to report their Gender Pay Gap by 4 April 2019. This is the Gender Pay Gap report for Miller Homes Limited.

The Office for National Statistics, reported last year that the overall gender pay gap in the UK was 17.9%. This means that considering all of the companies in the UK, women typically will earn around 1/5 less than men. The Gender Pay Gap should not be confused with Equal Pay which means women and men receiving the same pay for doing the same job. Gender pay reflects the type of jobs women and men carry out and highlights how well or otherwise women progress in an organisation.

## Miller Homes

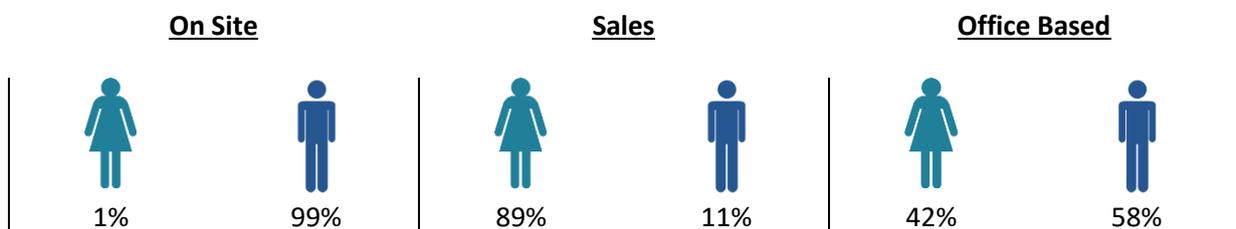
Miller Homes has undergone a change in its corporate structure since October 2017 arising from a change in its ownership. Accordingly, the figures reported this year are not directly comparable with those reported in April 2018 and must be viewed in this context

## Employees

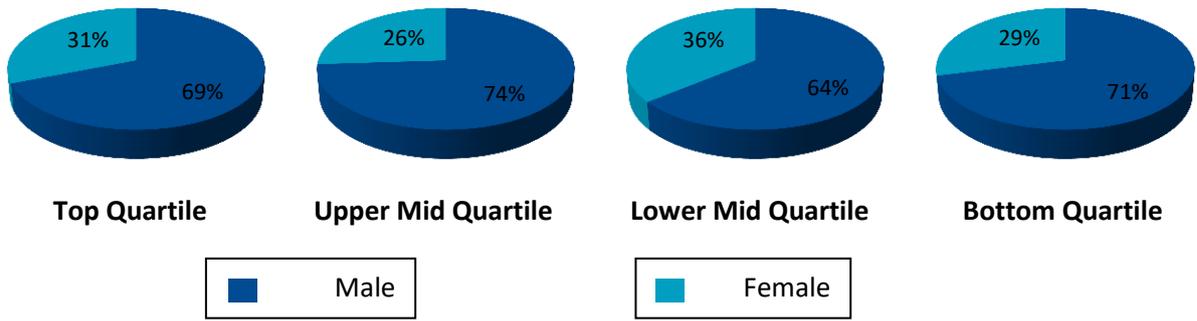
Miller Homes Limited had 912 employees as at 5 April 2018. The ratio of female to male was:



The housebuilding industry traditionally has attracted more men than women as employees despite offering a wide range of career opportunities. The industry has typically more males in onsite construction roles and more females in sales roles and this can have an effect on the Gender Pay Gap. For Miller Homes our employees are divided as follows:



The chart below sets out the number of males to females in each quartile pay band. This means we have split the employees into four equally sized quarters and calculated the number of males and females by hourly pay in each quarter. These percentages have remained relatively static since the last reporting period.



### Our Gender Pay Gap

The Gender Pay Gap calculation reported here for Miller Homes is based on those employees who were employed by Miller Homes Limited on 5 April 2018 based on earnings received between 6 April 2017 and 5 April 2018 calculated by hourly pay.

The regulations require that we report both the mean (all the pay figures added up and divided by the total number) and the median (all the pay figures lined up and the middle is selected) hourly pay gap between men and women.

Pay	Mean	Median
Hourly Pay	7.7%	5.2%

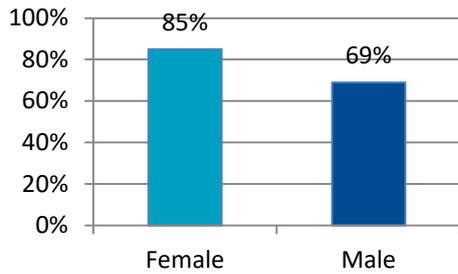
Miller Homes has a mean hourly Gender Pay Gap which is below last year's national average of 17.9%. We are confident that as a business we support and meet equal pay criteria and that the Gender Pay Gap reflects the disproportionate number of males in the company and, in particular, the smaller number of females in senior roles in the business.

Bonus	Mean	Median
Bonus Pay	-10.0%	-19.5%

The regulations require us to report both the mean and the median Gender Pay Gap for bonus pay. A bonus is calculated by all performance payments and payments for shares, securities, commission or incentives received in the period from 6 April 2017 to 5 April 2018 but does not include hourly pay.

The bonus pay gap figures for Miller Homes are negative at -10% (mean) and -19.5% (median). This means that females in Miller Homes received better bonus payments than males in the reporting period. The timing of payment of bonus or incentives can have an effect on the bonus pay gap.

The total number of all employees who received a bonus in the reporting year period of 2017/2018 is split as shown in the graph below.



This negative gap in favour of females reflects the number of females who work in a sales role in our business, where pay structure is based on bonus and commission related to achieving certain targets. Sales careers have historically been more attractive to females, whereas onsite roles are more attractive to male employees. Miller Homes however, offers employment and promotion based on merit regardless of gender.

### **Our Commitment**

The housebuilding industry has a skills shortage and Miller Homes recognises that inclusion and diversity will assist in meeting that skills gap. We have signed up to Home Building Skills Pledge which champions diversity and inclusion so that our industry is seen as inclusive and progressive attracting employees as a positive career choice in homebuilding. The Skills Pledge also commits us to develop our existing employees by offering career paths, training and prospects.

I confirm that the data and statements in this report are accurate and are presented in accordance with the regulations.

**Chris Endorsor, Chief Executive  
2019**