

Gender Pay Gap Report 2019/2020

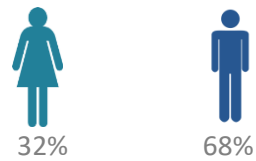
All private and voluntary sector companies in the UK are required to publish an annual report on the Gender Pay Gap in their organisation. The Gender Pay Gap is the difference between the average pay for men and women in that organisation. This is the Gender Pay Gap report for Miller Homes Limited for the period ending 5 April 2020.

The Office for National Statistics reported last year that the overall gender pay gap in the UK was 15.5%. This means that considering all of the companies in the UK, women typically will earn around 15% 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.

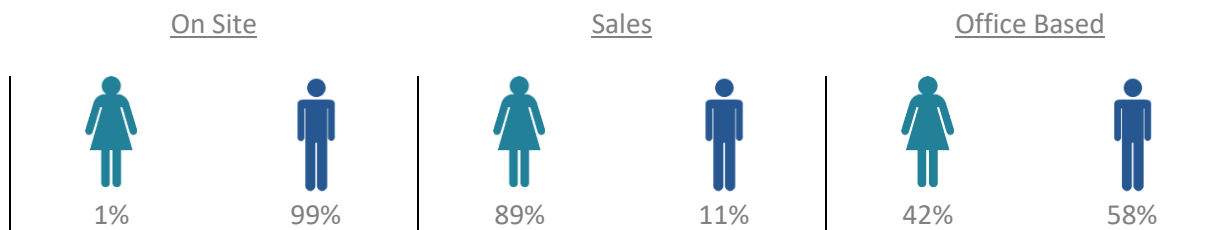
The figures reported this year for Miller Homes are not directly comparable with those reported in April 2019. The Government guidance requires that this year's calculation should exclude any employees furloughed as at 5 April 2020 on less than full pay. The impact of sites being closed during the Covid 19 pandemic with some staff being furloughed at this time and as such excluded, has increased the Miller Homes Gender Pay Gap for 2019/2020.

Employees

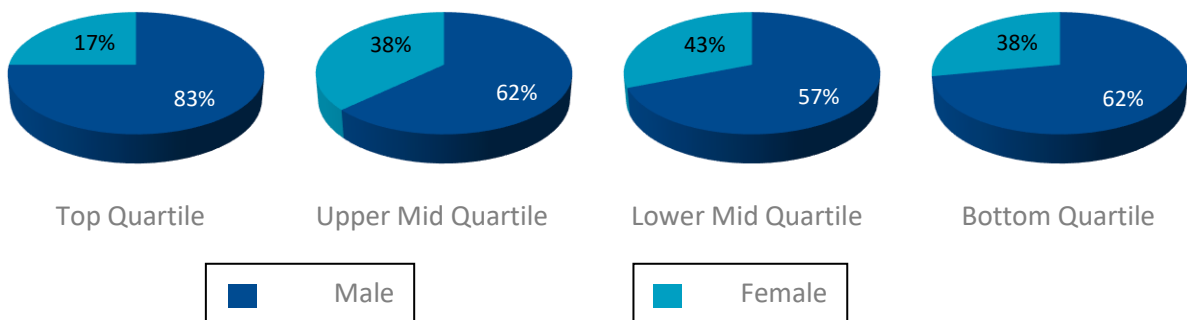
Miller Homes Limited had 1026 employees as at 5 April 2020. The ratio of female to male was:



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:



We have looked at the hourly pay for all employees and then divided up the numbers 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.



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 full pay on 5 April 2020 based on earnings received between 6 April 2019 and 5 April 2020 calculated by hourly pay.

Hourly Pay

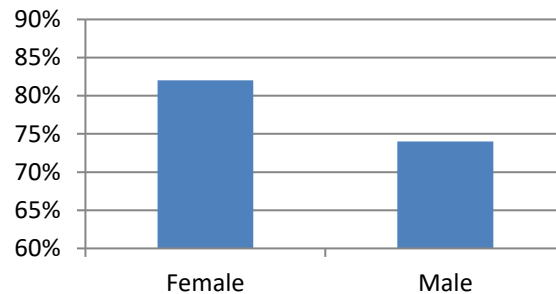


The Gender Pay gap for Miller Homes are calculated as Mean 26.25% and Median 24.7%. This means that based on hourly pay males are receiving more pay than females.

Miller Homes has a mean hourly Gender Pay Gap which is above last year's national average of 15.5%. 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 and, particularly in this year, partly as a result of excluding furloughed employees from the calculation.

Gender Bonus Gap

This report also contains information on the Gender Bonus Gap. Miller Homes awards various forms of bonus including commission and incentives. The total number of all employees who received a bonus in the reporting year period of 2019/2020 is split as shown in the graph below.



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 2019 to 5 April 2020, but does not include hourly pay.

Bonus Pay



The bonus pay gap figures for Miller Homes are 23.7% (mean) and 3.8% (median). This means that males in Miller Homes received better bonus payments than females in the reporting period. It should be noted that the timing of payment of bonus or incentives can have an effect on the bonus pay gap.

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.

A handwritten signature in blue ink, appearing to read "Chris Endsor".

Chris Endsor, Chief Executive
2021