

## **MILLER HOMES MODERN SLAVERY STATEMENT 2021**

### **Introduction**

This statement is published in accordance with the Modern Slavery Act 2015 (the “Act”) and made on behalf of Miller Homes Group Holdings plc and all of our holding companies and subsidiaries and constitutes our slavery and human trafficking statement published in accordance with Section 54 of the Act. Our main trading company is Miller Homes Limited and this company is a subsidiary of Miller Homes Group Holdings plc, both companies have a financial year ending 31 December.

### **About our Business**

Miller Homes is a national house builder headquartered in Scotland with nine regional offices located in the UK. Our business involves buying land, obtaining planning consents, designing, building and selling residential properties within Scotland and England.

The company directly employs approximately 1060 people with on average, 3800 sub-contractors and suppliers visiting our sites on a daily basis. The vast majority of our onsite construction work is carried out through sub-contractors. The materials we use to build homes are sourced from external suppliers, the vast majority of which originate in the UK. Our operations mean that we have no direct contact with countries that are generally regarded as being the most likely to have a risk of modern slavery and/or human trafficking.

Miller Homes recognises its responsibility to prevent forced labour and human trafficking in all its forms within its business operations and supply chains. We are committed to trading responsibly and ethically and respecting human rights.

### **Our Policies and Due Diligence**

We are committed as a company to tackling modern slavery and human trafficking and to work with suppliers and sub-contractors who share this commitment. This statement is supported by our Code of Ethics, Anti-Bribery and Corruption Policy and Code of Conduct for Suppliers. Our employees are paid at a level not less than The Living Wage which is a commitment made with The Living Wage Foundation. We strive to be an employer of choice and to provide good working conditions and a fair working environment for all of our employees. Regular training is provided to employees in respect of our policies and procedures to ensure compliance and good governance. Our Equalities Policy states that all employees will be treated fairly and with respect.

All of our suppliers are required to comply with our Code of Conduct - Working Together. Our Code sets out the minimum standards of compliance we expect from our suppliers, with guidance on how we expect these standards to be achieved. It covers both legal and ethical practices and policies. We have reviewed and updated our Code of Conduct for Suppliers to specifically include obligations on our suppliers to evidence compliance with the Act.

### **Risk Assessment**

We have carried out a risk assessment of our national suppliers and concluded that there is a high level of compliance with the Act. The review determined the level of awareness of the Act and the policies of those suppliers. We expect our suppliers to demonstrate their adoption and compliance

with the Act and we will continue to work with suppliers to ensure standards are achieved and maintained.

### **Whistleblowing**

The Company has a whistleblowing policy and management are required to investigate and, where necessary, take appropriate action on any concerns expressed. The Company also operates a third party whistleblowing hot line to allow anonymous reporting.

We have had no incidences of whistleblowing regarding modern slavery in the reporting year.

### **Training and Awareness**

Over the course of the next financial year we are committed to the following action:

- ✓ to ensure so far as we can that our sub-contractors meet our standards of compliance with the Act when tendering for new business by informing them of our requirements and standards.
- ✓ to ensure our relevant employees are given training on the Act, to help them identify the signs and indicators of modern slavery and to include training on the Act to new employees in our induction process; and
- ✓ to continue to review our policies and procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers , to new and existing sub-contractors, and in relation to our own operations;

This statement has been approved by the board of directors of Miller Homes Limited and its ultimate holding company, Miller Group Holdings Limited, and is signed by the Chief Executive.

Chris Endsor

February 2021