

Gender Pay Gap Report 2020/21



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 2021. The Office for National Statistics reported last year that the national average 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.

Employees

Miller Homes Limited had 1016 employees as at 5 April 2021. The ratio of female to male is shown on this page.

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 roughly equal numbers of male and female employees in office roles with males appointed in the most senior roles. Miller Homes has a similar pattern in its workforce which influences the Gender Pay Gap.



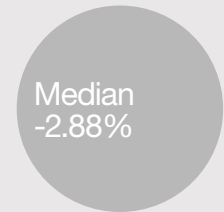
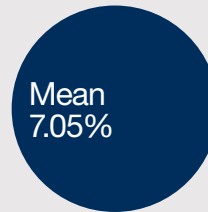
Gender Pay Gap

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 2021 based on earnings received between 6 April 2020 and 5 April 2021 calculated by hourly pay. We are required to present this as a mean and median figure. The median figure is generally considered to be more reflective of the relative gap as it removes outliers from the calculation.

Hourly Pay

The Gender Pay Gap for Miller Homes is calculated as Mean 7.05% and Median -2.88%. This means that based on hourly pay, males are receiving more pay than females of 7.05% based on the mean figure but, on a median calculation, females are paid 2.88% more than males.

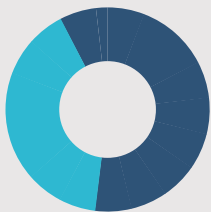
Miller Homes has a Gender Pay Gap which is better than last year's national average and is showing a trend of improving since reporting commenced. We believe this reflects an improvement in the pay structure for the sales' teams which are predominantly female.



Hourly Pay Quartiles

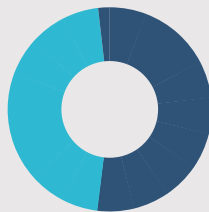
We have calculated the hourly pay for all employees in Miller Homes and then divided up the numbers of males to females and placed them in quartile pay bands which are shown in the pie charts below. This means we have split employees into four equally sized quarters and calculated the number of males and females by hourly pay in each quarter.

Top Quartile



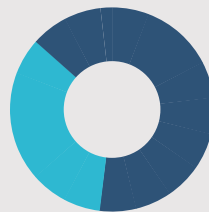
Male	70%
Female	30%

Upper Mid Quartile



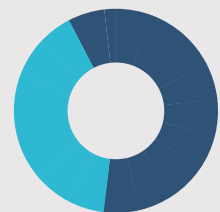
Male	73%
Female	27%

Lower Mid Quartile



Male	65%
Female	35%

Bottom Quartile



Male	69%
Female	31%

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 2020/2021 is split as shown in the graph below.

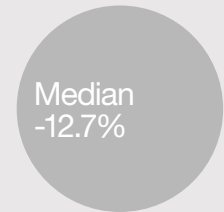
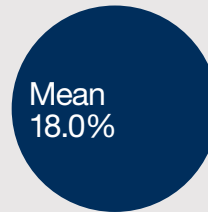


The larger number of females receiving a bonus reflects the pay structure of different jobs.

The regulations require us to report both the mean and the median Gender Bonus Gap. A bonus is calculated by all performance payments including payments for shares, securities, commission or incentives received in the period from 6 April 2020 to 5 April 2021 but does not include hourly pay.

Bonus Pay

The Bonus Pay Gap figures for Miller Homes are 18.0% (mean) and -12.7% (median). This means that considering the mean percentage, males in Miller Homes received higher bonus payments than females in the reporting period but for the median calculation, females received higher bonus payments than males.



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 understand that attracting the right people, irrespective of gender, to work in Miller Homes is how we secure our future. We believe that having a flexible approach will help and in 2021 we developed a homeworking policy for our office based staff. We have engaged external consultants to create a diversity and inclusion programme for the business which is initially to raise awareness, educate and help us gain a deeper understanding of the benefits of a more equal and inclusive workplace. The programme will be rolled out across the whole business but has already commenced with senior employees in early 2022. I confirm that the data and statements in this report are accurate and are presented in accordance with the regulations.

Stewart Lynes
Chief Executive Officer
April 2022