

Gender Pay Gap Report

2023

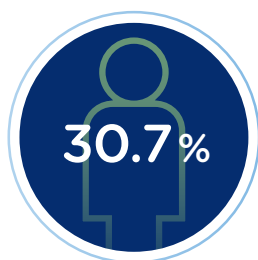


The Gender Pay Gap is the difference between the average pay for men and women in an organisation. This is the Gender Pay Gap report for Miller Homes Limited for the period ending 5 April 2023. The Gender Pay Gap should not be confused with Equal Pay which means women and men receiving the same pay for doing the same job. Gender Pay Gap reporting measures the difference between the average earnings for men and women. Gender pay reflects the type of jobs women and men carry out and highlights how well or otherwise women progress in an organisation.

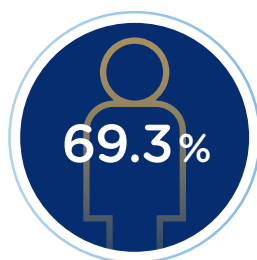
Employees

Miller Homes Limited had 1,160 employees as at 5th April 2023. The ratio of female to male was:

Female:



Male:



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. Miller Homes has a similar pattern in its workforce which in turn influences the Gender Pay Gap.

Hourly Pay

The Gender Pay Gap for Hourly Pay is calculated as Mean 11.0% and Median 5.3%.

Mean:



Median:



The mean hourly rate for males has decreased by 7.9% since the previous report. The mean hourly rate for females also decreased by 3.1% since the previous report.

The median hourly rate for males has increased by 3.1% since the previous report. The median hourly rate for females decreased by 1.1% since the previous report.

The gap can be accounted for by the high numbers of female employees in sales roles, where the base pay is low, with bonus and commission accounting for a larger proportion of total pay.

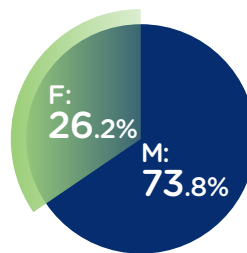
Hourly Pay Quartiles

We ranked the Hourly Pay of males and females and then split this across equally-sized quarters.

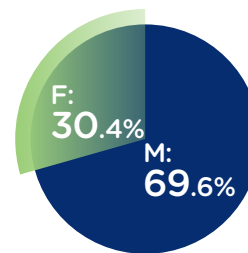
The Top Quartile shows a worse position on previous reporting, with females making up 26.2% of this group (from 32% in the 2022 report).

The Upper Middle Quartile in 2023 shows an improved position, with females making up 30.4% of this group (from 28% in the 2022 report). The Lower Middle Quartile also shows a slightly improved position, with females making up 29.3% of this group (from 30% in the 2022 report).

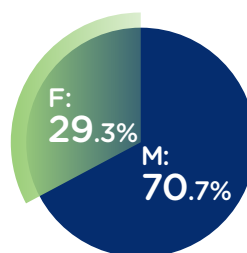
The Lower Quartile shows a worse position, with females making up 37.0% of this group (from 33% in the 2022 report).



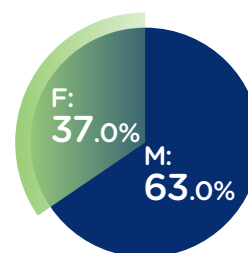
Top Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

Gender Bonus Gap

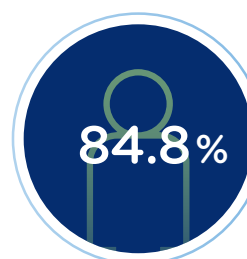
This calculation includes all bonuses paid in the 12 months prior to the 'snapshot' date of 5th April 2023.

For Miller Homes, this includes Annual Bonus Payments, plus quarterly bonus and / or commission payments to Production and Sales employees.

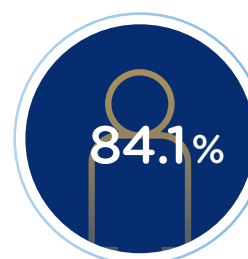
The percentage of all employees who received a bonus in the reporting year period of 2022/2023 is 84.1% of males and 84.8% of females.

A bonus reflects all performance payments including payments for shares, commission or incentives received in the period from 6 April 2022 to 5 April 2023 but excludes Hourly Pay.

In a change from the last Gender Pay Gap report, the mean bonus gap is now in favour of men.



Female



Male

Bonus Pay

The Bonus Pay gap figures are 5.0% (mean) and -17.3% (median).

Mean:

5.0%

Median:

-17.3%

The median Bonus Pay gap, which reduces the effect of outliers on the measurement, shows further improvement from the previous report in favour of women.

The 2022 report showed both mean and median bonus gap in favour of women. However, this year's figures show a gap in the mean figure in favour of men.

Bonus earnings for both men and women are now almost at parity. A significant increase in male earnings contributes to this and accounts for the mean Gender Pay Gap in favour of men in this reporting period.

Creating an Inclusive Workplace

Our purpose is to **create better places where people and planet prosper**. We recognise that a diverse workforce brings strength and energy to our business and underpins real and sustainable progress. Ultimately, this creates a diverse, open and inclusive culture which fosters, respects and celebrates different perspectives, experience and insights. We have focused on driving this approach through inclusive leadership behaviours and practices.



Miller Homes' Bertha Park development in Perth

Inclusive Leadership

Through training and development, we make sure that our managers and leaders are clear about our expectations of them as people in positions of responsibility. We expect that they operate in a way which values diversity and equality as we know this will accelerate our progress towards a thriving inclusive culture. We promote the development of diversity by ensuring our most senior leaders have access to appropriate opportunities, including our Inspirational Leadership programme.

Our Management Essentials programme includes a module on Diversity and

Inclusion to equip managers with the knowledge and practical skills required to drive diversity. Since it was launched in 2022, nearly 500 of our managers and directors have attended this.

More widely, since its launch, over 1,200 people have completed our Diversity and Inclusion e-learning module.

Additionally, all new employees are required to complete our mandatory induction training module on Diversity and Inclusion so they are clear on our expectations from day one.

Career Progression

We recognise that we must level the playing field for recruitment and promotions. We have introduced standard recruitment tools and we train our managers in interview techniques designed to address bias at key decision points in the recruitment process. We review our Succession Plan for all levels annually and monitor employee groups at all levels in terms of skills and experience, as well as gender representation.

Maternity Coaching

Following a successful trial which offered tailored coaching to people who were either preparing for or already on maternity leave, in 2023

we made Maternity Coaching available to all eligible staff. Coaching covers a variety of topics including return to work, balancing childcare needs and building confidence. This is one of the practical ways we are addressing retention among our female employees.

Investors in People

We have had Investors in People accreditation for over ten years. In 2023 we maintained the Platinum level accreditation which we attained in September 2022 in recognition of our approach to leadership, staff support and development.

Our commitment

The housebuilding industry has a skills shortage and Miller Homes recognises that inclusion and diversity will assist in meeting that skills gap.

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

Stewart Lynes
Chief Executive Officer
April 2024

