

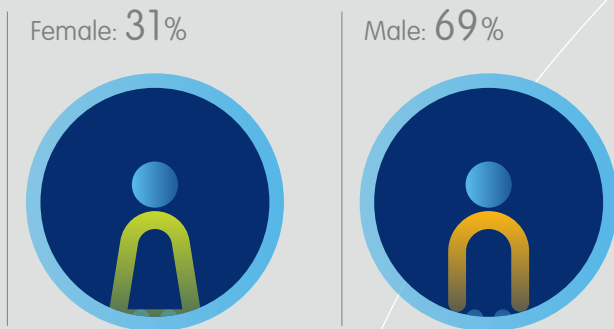


Gender
Pay Gap Report
2022

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 2022. 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 1121 employees as at 5 April 2022. The ratio of female to male was:

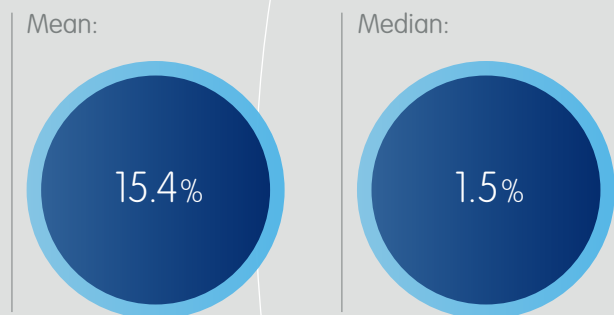


The housebuilding industry traditionally has attracted more men than women as employees despite offering a wide range of career opportunities.

The industry has typically more males in onsite construction roles and more females in sales' roles and 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 15.4% and Median 1.5%.



The mean hourly rate for females has increased by 16.4% since the previous report,, whilst the male hourly rate increased by 32.3%.

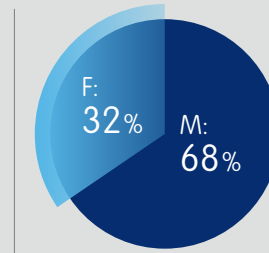
In part, this can be accounted for by the high numbers of female employees in sales roles, where the base pay is low, with bonus and commission accounting for a larger proportion of total pay.

The median hourly rate for males and females is very close at 1.5% in favour of males.

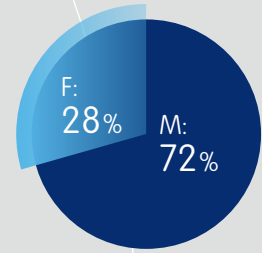
Hourly Pay Quartiles

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

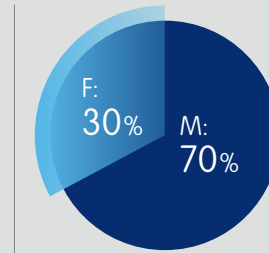
The top quartile in 2022 shows an improved position on previous reporting with females making up c32% (from 30%) of this group. Likewise, the upper-mid quartile also shows improvement with females making up 28% of this group (from 27%). The lower quartile however shows a worse position with females making up c33% of this group (from 31%).



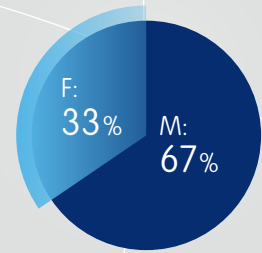
Top Quartile



Upper-Mid Quartile



Lower-Mid Quartile



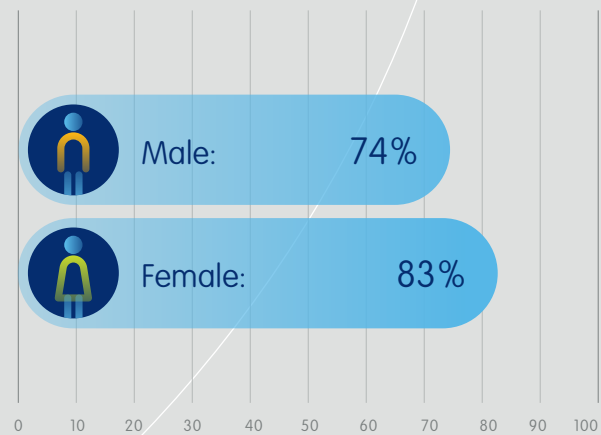
Lower Quartile

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 2021/2022 is split as shown in the graph opposite.

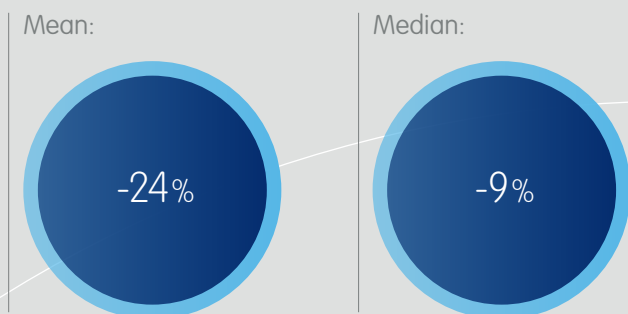
A bonus is calculated by all performance payments including payments for shares, securities, commission or incentives received in the period from 6 April 2021 to 5 April 2022 but does not include hourly pay.

Due to the high numbers of females in sales roles, the number of females in receipt of a bonus remains high at c83% which is higher than for males.



Bonus pay:

The bonus pay gap figures are -24% (mean) and -9% (median). This means that females in Miller Homes received higher bonus payments than males in the reporting period.



Both the mean and median bonus pay gap are in favour of women. Whilst the mean bonus pay gap has improved significantly from previous reporting, which was in favour of males, the median remains in favour of females but has reduced by c4% in the period.

The mean bonus amount for males has increased by c9% in the period. The same measure for females has increased by c47%, although this is based on a lower starting amount. The mean average bonus amount for females has now over-taken males for the first time since we started reporting on it.

The median bonus amount for males and females are closer together, but still show females earning a higher average bonus amount than males.

Creating an inclusive workplace

Our purpose is 'to create better places where people and planet prosper'. We want to create an inclusive culture and workplace, where everyone feels valued and listened to, is a crucial part of our purpose.



We are working hard to ensure that across the organisation we are creating an inclusive workplace for all. In order to achieve this, we have implemented a new Diversity and Inclusion strategy and last year completed extensive training. This began with 250 individuals across senior management taking part in the first phase of the programme before rolling it out more widely. It is now a core part of our Management Essentials and Induction training.

As a business we have been actively involved with Investors in People (IIP), having held Gold accreditation since 2013 and in September 2022 we

received the highest accolade - Platinum accreditation. Only employers that demonstrate high performance across a range of employee-focussed assessment criteria, including approach to leadership, staff support and development, attain it.

Involving everyone in our desire to create an inclusive workplace, enables us to inform and educate all employees about the role they play in this across our business: with our employees and suppliers, as well as within the communities in which we operate.

Engaging our early talent

We recognise that as a sector, we need to engage with Early Talent (trainees, apprentices and graduates) to encourage them to consider careers in housebuilding and to recognise the opportunities available and breakdown some of the negative perceptions that exist.

During the year we engaged with representatives from our Early Talent cohort to better understand the support they need, as well as their career development expectations.

These insights have been used to shape more structured career progression programmes with line managers and have assisted in the development of our longer-term Early Talent strategy to be introduced in 2023.

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
April 2023

