

MILLER HOMES MODERN SLAVERY STATEMENT 2017

INTRODUCTION

This statement is published in accordance with the Modern Slavery Act 2015 and made on behalf of The Miller Homes Group (UK) Limited and constitutes our slavery and human trafficking statement for 2017.

Miller Homes recognises its responsibility to seek to prevent forced labour and human trafficking in all its forms within its business and supply chains.

Our Equalities Policy states that all employees will be treated fairly and with respect and we aim to be an employer of choice based on our fair approach.

OUR BUSINESS

Miller Homes is a UK national house builder headquartered in Scotland with seven regional offices located in the UK. All operating sites are currently in Scotland and England. We have no direct contact with countries and sectors that are generally regarded as being the most likely to have a risk of modern slavery and/or human trafficking.

The main trading company is Miller Homes Limited and it is expected to generate revenues of £550m in 2016. The company employs approximately 800 people with the majority of onsite construction carried out through sub-contractors. Materials to build homes are sourced from suppliers who are required to comply with our Code of Conduct - Working Together. Our sub-contract labour is sourced locally from preferred contractors. Other suppliers to our business are professional services firms such as lawyers, accountants and other consultants. We will require our suppliers and sub-contractors to demonstrate a zero tolerance approach to exploitation. To this end we are reviewing the terms of our contracts with suppliers and sub-contractors.

OUR POLICY

We are committed as a Company to tackling modern slavery and human trafficking and want 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. All employees are required to be aware of modern slavery and to report concerns and management are required to investigate and, where necessary, take appropriate action on any concerns expressed.

DUE DILIGENCE

In 2016 we have raised awareness of modern slavery within our business and in particular, with those who are involved directly with sourcing of people and goods. The purpose of this is to establish the best way of incorporating our policy on modern slavery into the selection, due diligence and tender processes in our business. We will set out a process to work with our supply chain and sub-contractors to assess the risk, if any, within the supply chain and formulate targeted questions to include in our contractor and supply chain tender approval process with appropriate evidence to support responses. Once finalised, this will be included in our Supplier Code of Conduct. In addition, we will consider providing support where necessary for any identified medium to high risk suppliers. In due course an audit and review process will be instigated.

OUR EMPLOYEES

Our employees are paid at a level not less than The Living Wage which is a commitment we have made with The Living Wage Foundation. We strive to be an employer of choice and 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. We engage apprentices in craft and technical/commercial disciplines to help us develop a strong succession plan. Awareness training of modern slavery and human trafficking will be provided to relevant employees.

REVIEW

This statement shall be reviewed on an annual basis.

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

Chris Endsor

Chief Executive