INTRODUCTION

This statement is published in accordance with the Modern Slavery Act 2015 and made on behalf of Miller Homes Limited and all of our holding companies and subsidiaries and constitutes our slavery and human trafficking statement published in accordance with Section 54 of the Modern Slavery Act 2015.

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.

Miller Homes is a national house builder headquartered in Scotland with eight 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 950 people with an average of 3500 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.

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

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 Modern Slavery legislation. We have carried out a risk assessment of our national suppliers and concluded that there is a high level of compliance with the Modern Slavery Act. The review determined the level of awareness of the Modern Slavery Act and the policies of those suppliers. We expect our suppliers to demonstrate their adoption and compliance with modern slavery legislation and we will continue to work with suppliers to ensure standards are achieved and maintained. During 2018 we developed a similar Code of Conduct for our sub-contractors, this will be rolled out gradually and this year we will invite our major sub-contractors to adopt our Code when tendering for new business. In addition, we will consider providing support where necessary for any sub-contractors who do not meet our required standards. We will ensure our policies and procedures are fair and responsible to ensure that our suppliers and sub-contractors do not face unreasonable demands in meeting their obligations.

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 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.
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 Endson
Chief Executive