

## Equalities Policy

Miller Homes is an Equal Opportunities Employer and we are committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is for each of our employees to feel respected and able to give their best.

It is the Company's policy to ensure that all job applicants and employees are treated fairly on merit regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment is to:

- Create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Provide all employees with a working environment which promotes dignity and respect.
- Eliminate any form of intimidation, bullying or harassment.
- Ensure that training, development and progression opportunities are available to all employees.
- Provide equality in the workplace and to promote it as good management practice and sound business sense.
- Ensure that breaches of our Equalities Policy/Procedure are regarded as misconduct and are treated as such under our disciplinary proceedings.
- Periodically monitor and review our procedures.

Chris Endsor  
Chief Executive  
1st January 2016