

## Mitie's latest ESG report reveals positive strides towards a sustainable future

2 years ago



Mitie has published its latest ESG report, which provides insights into its progress towards achieving its ambitious ESG goals over the past Financial Year ("FY23"). The report highlights the positive strides Mitie has made towards its goals for 2025, which are based on its Social Value Framework, with the business meeting or exceeding the majority of its targets in FY23.

Mitie's Social Value Framework sets out specific targets across each of its four social value pillars: Environment, People, Community and Responsible Supply Chain, all of which are underpinned by the fifth pillar of Innovation. Key highlights from FY23 include:

### Environment

In April 2023, Mitie became one of only 219 companies globally that have received validation from the Science Based Target initiative (SBTi) across all three categories – for its near-term, long-term and Net Zero targets. Mitie also cemented its position as a UK leader in the uptake of electric vehicles (EV), with nearly 1,000 EVs added to the fleet in FY23. Scope 3 emissions have also been an important focus area for the business in FY23, with Mitie cutting its Scope 3 CO2 emissions to 300,114 tonnes – improving on the target by more than 15,000 tonnes.

Beyond Mitie's own ESG agenda, the Group's 1,000+ strong decarbonisation team continued to support customers in achieving their Net Zero targets, amplifying the positive environmental impact. The team delivered decarbonisation services for 372 customers covering 800 sites during FY23, including some of Britain's biggest brands, such as Vodafone and Lloyds Banking Group.

### Investing in people

As an employer of 64,000 people, Mitie's commitment to supporting its colleagues and creating a great place to work has been recognised again as it was named a *Top Employer* for the fifth year running. This was demonstrated by the launch of Mitie's £10 million Winter Support Package in November 2022, designed to help colleagues most in need as a result of the cost-of-living crisis. The package was targeted to provide support to 40,000 of Mitie's lowest-paid colleagues.

The business also continues to focus on creating a diverse workforce across all levels. This includes achieving its target to have 10% racially diverse representation on the Senior Leadership Team (SLT), up from 8% in FY22. It has also increased female SLT representation by 4% to 28%. During the year, the company supported a record 1,100 apprentices to gain valuable technical, professional, and managerial skills and qualifications.

#### Positively impacting the community

Mitie exceeded its Community pillar targets in FY23, achieving 19,298 volunteering hours across the business – surpassing its target by 18%. As well as its flagship Ready2Work programme, the Mitie Foundation also launched the Ready2Work Military programme to support those leaving the military by giving them the opportunity to experience working in the facilities management sector before leaving the Forces. This helped support Mitie in exceeding its target for Armed Forces veteran recruitment, which reached 3.1% in FY23.

#### Responsible supply chain

As one of the UK's biggest businesses, Mitie is committed to engaging its supply chain to reduce environmental impact, protect human rights and prevent modern slavery. In FY23, Mitie worked with suppliers to cut the number of deliveries by 18,250 through activities such as choosing options with less packaging, using a smaller range of products, and increasing minimum order values. This saw a nearly 100 tonne reduction in CO<sub>2</sub> emissions. Mitie spent £2.3 million with voluntary community and social enterprises (VCSEs) – far surpassing its target of £1.5 million.

Jason Roberts, Director of Sustainability and Social Value, Mitie, said: "As one of Britain's biggest businesses, we know that we can, and should, have a positive impact on the environment and communities where we work. It's fantastic to see that we continue to make great strides towards meeting our ambitious ESG targets for 2025. From decarbonising our own operations and accelerating our customers' Net Zero objectives, to supporting 1,100 apprentices and volunteering over 19,000 hours, our exceptional teams are delivering a significant impact right across the UK." Read Mitie's [full 2023 ESG report](#) to find out more about its latest achievements and goals for next year.