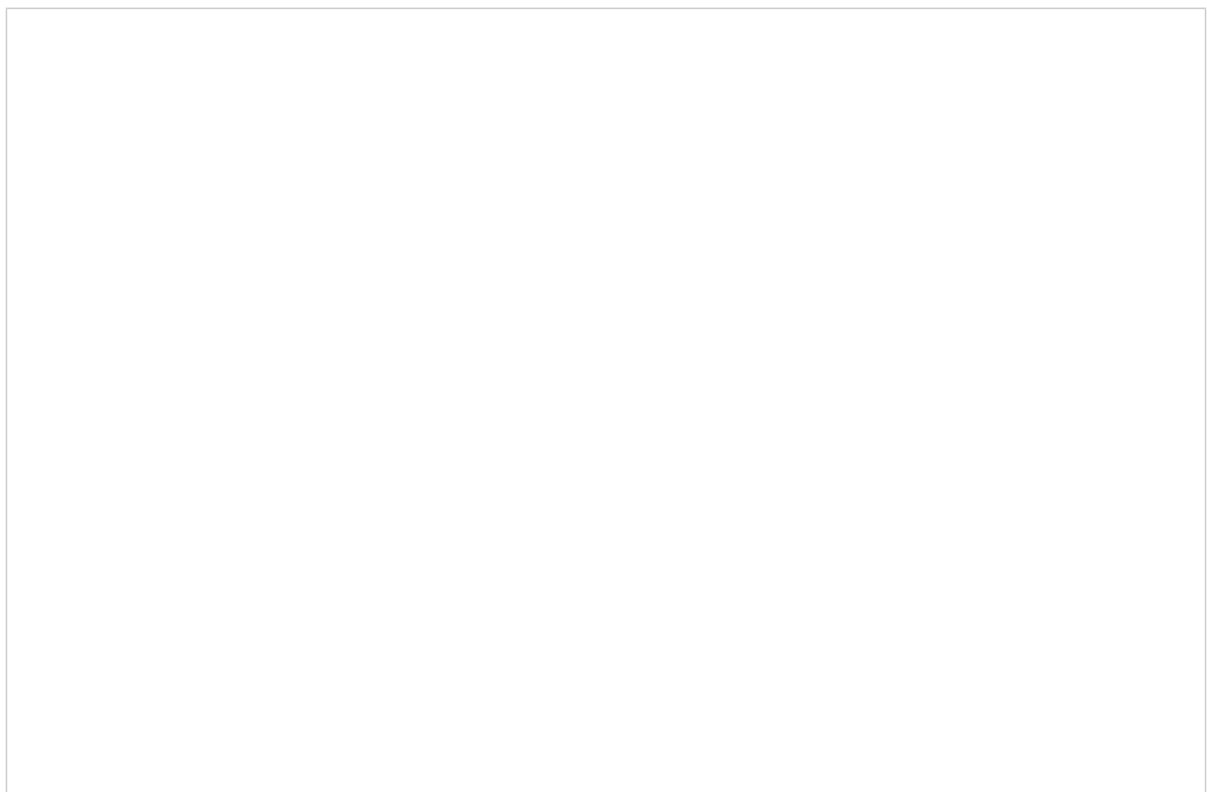


Mitie launches 'Plan Thrive', pledging to uplift 1 million lives, through employment and skills, and create 1,000 high performing places

10 months ago



Mitie, the UK's leading facilities transformation company and one of the UK's top ten private sector employers, has announced the launch of Plan Thrive – a bold commitment to uplift one million lives, transform 1,000 places, and champion inclusive partnerships across the country.

Rooted in insight and Mitie's purpose of creating *"Better Places and Thriving Communities"*, Plan Thrive is Mitie's response to the growing need for successful businesses to drive meaningful social impact. New research shows that only 18% of people in the UK feel they are truly thriving. Plan Thrive aims to change that by boosting support for the communities it serves through Mitie's UK-wide reach and 76,000-strong workforce.

Focusing on people, places and partnerships, Plan Thrive is built on three pledges: To uplift one million lives To transform 1,000 places, and To champion inclusive partnerships across the country All of which will be delivered over the next three years.

Uplifting one million lives

New research* commissioned by Mitie found that only 18% of people in the UK feel they are truly thriving, with the majority (37%) saying they are "just getting by." Over half (52%) identified financial stability as the most important factor in thriving, followed by quality sleep (48%) and a good work/life balance (43%) with two fifths (39%) defining thriving as always improving and learning to become a better version of themselves.

Plan Thrive responds to these challenges with a suite of solutions to drive opportunities for long term, sustainable and fulfilling employment including: Using inclusive recruitment and breaking down barriers to employment for groups such as care leavers, ex-offenders, and the long-term unemployed; Empowering transitions into work with mentoring, wellbeing support, and role-specific training; and Enabling sustainable careers through structured learning and development, an inclusive culture, internal mobility, and wellbeing resources.

Together, these initiatives are designed to uplift lives by helping individuals, including Mitie's 76,000 colleagues, not only access work, but thrive in it.

Enabling 1,000 places to prosper

The research shows that half (50%) of people believe their community is thriving, yet nearly one in five (18%) do not. People associate thriving communities with safety (54%), low crime (53%), clean streets (50%), green spaces (48%), and friendly neighbours (46%). Conversely, high crime (50%), feeling unsafe (33%), and visible signs of decline, such as closed shops, homelessness, and high unemployment (all 32%), are seen as indicators that a community is struggling.

Plan Thrive is designed to help local communities prosper through a place-based approach using local insight and demographic data to understand what the community needs. This will be done by engaging directly with customers and residents to co-create solutions, investing in local infrastructure, supporting skills development and using Mitie's skills and expertise, from revitalising shared spaces to building green assets. Mitie will also give back through volunteering and community initiatives that bring people together and foster pride in place. Two-thirds of people say the community they live in (85%) and work in (65%) impacts their wellbeing, yet only 42% feel their community actively helps them thrive.

Plan Thrive recognises that thriving communities are essential to individual wellbeing and national prosperity so by tailoring activity to local priorities and working in partnership, Mitie will help to create cleaner, safer, and more inclusive environments.

Championing inclusive partnerships

Recognising that meaningful change doesn't happen in isolation, Mitie will deepen partnerships across its supply chain, customers, and social value delivery partners to deliver long-term impact. This includes working with its customers, supply chain and referral partners such as Shaw Trust, Maximus, Catch 22, Fedcap, and DWP to support individuals into employment, and other charitable and social enterprises across the UK to support local priorities.

The Mitie Foundation, which has been building employment pathways, volunteering opportunities and supporting fundraising for over 12 years, plays a central role in enabling these partnerships. By aligning on shared goals and amplifying collective impact, Plan Thrive enables partnerships that accelerate inclusion, unlock opportunity, and create a legacy of thriving communities.

Helen Longfils, Director of Social Value, Mitie, said: "Plan Thrive is about creating pathways for sustainable futures, both for people and the communities they live in. It's built on a simple but powerful belief: good jobs change lives. But it's also about more than employment – it's about fostering prosperity in places through inclusive growth, community investment, and long-term collaboration. By listening to local needs and working in partnership, we're creating a programme that delivers real, lasting impact where it matters most."

Phil Bentley, CEO, Mitie, said: "With over 76,000 colleagues touching 7 million lives across Britain every day, Mitie plays a vital role in the fabric of society. What makes me most proud as the CEO of Mitie is that we can offer a job to anyone willing to work hard and invest in their development – and it's work that gives people self-confidence, financial stability, and a sense of purpose. Plan Thrive is our next step in creating better places and thriving communities. It's about delivering meaningful and measurable social value – uplifting lives, strengthening communities, and leaving a lasting legacy for the people and places we serve."

The external launch event, hosted at the London Transport Museum on 1 July, will bring together customers, partners, and community leaders to showcase the power of collaboration in delivering social value at scale.