

Mitie's 2025 ESG report showcases bold progress on sustainability and social impact

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Mitie has released its 2025 ESG report, showcasing significant progress across its environmental and social value goals. Mitie's purpose of creating Better Places; Thriving Communities is brought to life through its complementary strategies - Plan Zero and Plan Thrive - with the report highlighting the tangible progress that has been made during FY25.

Reaching Net Zero

Mitie continues to lead the way in decarbonisation through its Plan Zero strategy. In FY25, the company reduced its net Scope 1 and 2 emissions by 22% supported by the addition of 1,190 electric vehicles (EVs), bringing its total to 6,255 - 74% of its UK fleet. In recognition of this progress, we are marking the completion of Phase 1 of our Plan Zero initiative to operate at Net Zero for Scope 1 and 2 emissions by the end of 2025.

Mitie maintained its position on the CDP Climate A List for the second consecutive year, placing it in the top 2% of over 22,700 global environmental disclosers. It is also in the top five percentile of EcoVadis ratings and received a 'Negligible Risk' ESG rating from Sustainalytics - further underpinning its leadership credentials as a responsible business.

Mitie also operates 16 fully decarbonised buildings and procures 100% renewable electricity for all Mitie-controlled sites. Beyond its own operations, Mitie supported clients such as Barts Health NHS Trust, Pets at Home, and Network Rail with decarbonisation projects, including solar PV installations, energy audits, and

heat decarbonisation plans.

Nurturing talent for growth

Mitie invested heavily in learning and development, supporting over 1,500 apprentices across more than 90 technical, professional and managerial programmes. These include developing skills in heat pump engineering, data technology, security, business administration and project management. It was named a Top 100 Apprenticeship Employer for the fourth consecutive year and has been recognised as a Top Employer UK and an Inclusive Top 50 UK Employer for the seventh consecutive year.

Mitie also pledged over £2.2 million in Apprenticeship Levy gifting, supporting over 150 apprentices across 35 external organisations, including fire services and social mobility charities.

Giving back to communities

Mitie exceeded all targets under its community pillar. Through its Giving Back programme, colleagues delivered 32,512 hours of volunteering – 8,832 hours above target. The Mitie Foundation, now in its tenth year, supported 495 individuals through its Ready2Work programme and introduced 1,008 prison leavers to local employers.

Mitie also launched [Plan Thrive](#), its new social value strategy, with pledges to uplift one million lives and enable 1,000 places to prosper by 2028.

Embedding sustainability across the supply chain

Mitie spent £3.4 million with voluntary, community and social enterprises (VCSEs), exceeding its target by 46%, and directed 47% of its total supply chain spend to SMEs. It also reduced supply chain emissions by 6% and embedded EcoVadis assessments across more than 550 suppliers.

Mitie's Supplier Management Programme now covers over half of its procurement spend and includes sustainability scorecards, ethical sourcing checks, and digital engagement through its Coupa platform.

Peter Dickinson, Chief Legal Officer, Mitie, said: "Our Plan Zero initiative, launched in 2020, set out an ambitious, industry-leading five-year pathway to Net Zero. With the completion of Phase 1, we mark a significant milestone in our journey, demonstrating our unwavering commitment to decarbonisation, even as the scale and complexity of our operations have grown.

"Our ESG strategy is focused on delivering real world impact – supporting our people, helping our customers meet their goals, and contributing to a more sustainable future. We're committed to doing the right thing and sharing what we've learned along the way."