

Mitie Recognised as UK Top Employer for Eighth Consecutive Year

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Mitie, the UK's leading facilities transformation company, has been recognised as a UK Top Employer for the eighth consecutive year. With a growing workforce of 84,000 colleagues in a competitive market for attracting and retaining talent, Mitie's award firmly cements its credentials as a leader in workplace culture and colleague engagement.

Certified by the Top Employers Institute, the UK Top Employer ranking reflects Mitie's dedication to creating a high-performing workplace through data-driven people strategies, demonstrated through its best-in-class HR policies. The Institute bases its evaluations on the participation and results of its HR Best Practices Survey. The survey covers six HR areas comprising 20 topics, including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equality & Inclusion (DEI), Wellbeing and more.

Overall, Mitie achieved a score of 92.51%, marking a year-on-year increase from its 2025 score of 92.47%. The result also exceeds the overall Top Employer 2025 global benchmark of 85.71%. Mitie was called out for particular strengths, including its offering of Financial Benefits such as its colleague shares schemes, DEI, Colleague Recognition Schemes and Health Focused Programmes.

Mitie offers its 84,000 colleagues a host of industry-leading benefits, including free Mitie shares, 24/7 access to a free multi-language virtual GP service, life assurance, and an Employee Assistance Programme that provides readily available practical and mental wellbeing support. Colleagues also have access to Salary Finance, a financial wellbeing provider that offers financial support in the form of low interest loans, advances on pay and financial advice.

In addition, Mitie has been named once again on the UK Top 50 Inclusive Employer list (IT50), where it has

ranked number 10, recognising Mitie's unwavering commitment to DEI. The IT50 list showcases leading UK organisations driving meaningful progress in inclusion across all strands of diversity, including age, disability, gender, LGBT+, race, faith and religion.

In recent months, Mitie has received a number of other accreditations that complement its UK Top Employer certification. These include being accredited on the [Good Business Charter](#), reflecting Mitie's commitment to fair business practices, and achieving Ambassador Level status on the [Social Recruitment Advocacy Group \(SRAG\) Chartermark](#), celebrating its efforts to support equal and inclusive employment opportunities for underrepresented groups across the UK. Mitie has also been reinstated as a [Top 100 Apprenticeship Employer](#), climbing 36 places to number 16 which demonstrates Mitie's investment in its people at every stage of their career, running 90 apprenticeship programs where over 1,600 apprentices are currently enrolled.

Kathryn Dolan, Chief People Officer, Mitie, said: "We are proud to be recognised as a UK Top Employer for the eighth-year running, highlighting our commitment to creating a workplace where our 84,000 colleagues can truly thrive. This follows another year of Mitie putting its people first to deliver fair, inclusive and equal business practices."

Adrian Seligman, CEO, Top Employers Institute, said: "Achieving a UK Top Employer Certification for 2026 reflects Mitie's dedication to building an outstanding workplace that enables sustained business performance. Their strong alignment between people strategy and organisational goals, combined with a commitment to continuous improvement, demonstrates the impact of their transformative practices. We are proud to recognise Mitie for their meaningful contribution to a better world of work."