



Environment

Scope 1 and 2 emissions – UK only (tonnes)¹

Scope 3 emissions – global (tonnes)

% of fleet zero carbon²

Waste to landfill (tonnes)

[Read more about our approach to the environment](#)



Responsible supply chain

Spend with VCSEs

% of spend with SMEs (commitment to maintain public sector % SME spend above 33% target)

% of spend on Supplier Management Framework

[Read more about our approach to ensuring a responsible supply chain](#)



People

% of employees, where Mitie controls salary, paid Real Living Wage

% of employees through apprenticeship scheme

% of women on senior leadership team

% of racially diverse colleagues on senior leadership team

[Read more about our approach to people](#)



Community

Volunteer paid hours

Health and wellbeing training hours delivered

Armed Forces recruitment

This target relates to maintaining Armed Forces recruitment at a percentage of 0.5% above population average

[Read more about our approach to community](#)

	Target	Actual	Achieved?	Target	Target
	FY23	FY23		FY24	FY25
Scope 1 and 2 emissions – UK only (tonnes) ¹	20,300	21,115	●	16,900	12,775
Scope 3 emissions – global (tonnes)	315,433	300,114	●	296,507	275,752
% of fleet zero carbon ²	45%	45%	●	65%	85%
Waste to landfill (tonnes)	100	2	●	50	0
Spend with VCSEs	£1.5m	£2.3m	●	£2m	£2.25m
% of spend with SMEs (commitment to maintain public sector % SME spend above 33% target)	31%	46%	●	32%	33%
% of spend on Supplier Management Framework	37%	40%	●	39%	40%
% of employees, where Mitie controls salary, paid Real Living Wage	100%	100%	●	100%	100%
% of employees through apprenticeship scheme	3.5%	3.8%	●	4.3%	5%
% of women on senior leadership team	35%	28%	●	35%	40%
% of racially diverse colleagues on senior leadership team	10%	10%	●	10%	20%
Volunteer paid hours	16,320	19,298	●	20,720	23,680
Health and wellbeing training hours delivered	8,169	26,152	●	26,312	28,943
Armed Forces recruitment	2.43%	3.14%	●	2.39%	2.34%

1. The baseline for Scope 1 & 2 emissions remains the same for FY23, reflecting the UK only targets. From FY24 onwards, the targets have been updated to include both UK and overseas reporting.

2. 85% is based on completion by 31 December 2025.