





	Target Area	Baseline (FY18/19)	FY20/21	FY21/22	FY22/23	FY23/24	FY24/25
 People	% of employees where Mitie control salary paid Real Living Wage	75%	100%	100%	100%	100%	100%
	% of employees through Apprenticeship scheme	2.3	2.5	3.0	3.5	4.3	5.0
	% of women on MLT	18	20	25	35	35	40
	% of racially and ethnically diverse colleagues on the MLT	3	3	3	10	10	20

	Target Area	Baseline (FY18/19)	FY20/21	FY21/22	FY22/23	FY23/24	FY24/25
 Responsible Supply Chain	Spend with VCSEs	£0.3m	£0.3m	£0.75m	£1.5m	£2m	£2.25m
	% of Spend with SMEs (Group; commit to maintain public sector % SME spend above 33% target)	27	29	30	31	32	33
	% of Spend on Supplier Management Framework	0	28	35	37	39	40

	Target Area	Baseline (FY18/19)	FY20/21	FY21/22	FY22/23	FY23/24	FY24/25
 Community	Volunteer Paid Hours	3,032	8,000	12,400	16,320	20,720	23,680
	Health and Wellbeing training hours delivered	Not measured	2,000	4,960	8,169	11,840	14,800
	Armed Forces recruitment <i>*This target relates to maintaining Armed forces recruitment at a percentage of 0.5% above population average</i>	Not measured	2.6%	2.48%	2.43%	2.39%	2.34%

	Target Area	FY18/19	FY20/21	FY21/22	FY22/23	FY23/24	FY24/25
 Environment	CO2 Emissions (tonnes) <i>*baseline data has changed due to the acquisition of Interserve and the subsequent addition of buildings, fleet etc.</i>	28,912 (old baseline)	25,000				
		FY19/20 38,037 (new baseline)		25,230	20,300	13,340	5,220
	% of Fleet Zero Carbon	0	15	30	45	65	85
	Waste to landfill (tonnes)	376	350	250	100	50	0