

Environmental policy statement

Purpose and Scope

Mitie Group recognise that in our day-to-day operations we inevitably impact on the environment in several ways and are committed to reduce that impact through continual improvement in our environmental and suitability performance. This is achieved through our Integrated Management System that meets the requirements of BS EN ISO 14001:2015 as well as all the environmental aspects and impacts specific to our service delivery and ensures our business procedures and processes are carefully monitored, measured, and controlled to promote a continual improvement in our environmental performance.

Plan Zero Commitments

Mitie have committed to reaching net zero carbon by 2025 for Scope 1 and 2 (Scope 3 by 2035). To achieve this, we have developed Plan Zero, outlining the following initiatives.

Infrastructure

- Decarbonise our heating systems
- Use smart building technology to maximise energy efficiency

Resources

- Eliminate single-use materials and adopt a circular economy
- Use natural non-toxic cleaning products
- Improve biodiversity

Emissions

- Transition our fleet to electric by 2025
- Use 100% renewable electricity

Mitie Group Management is committed to ensure that we:

- Employ systems and procedures that ensure awareness and compliance with all applicable and relevant laws, regulations and other requirements relating to the environment.
- Promote the use of a process approach and risk-based thinking.
- Set documented environmental objectives based on our significant environmental aspects, impacts, compliance obligations and considering our risks and opportunities.
- Provide appropriate employee training to enhance environmental awareness of our staff, this ensures environmental issues are considered when managing our premises and planning, implementing, and undertaking all aspects of our service delivery.
- Promote a sustainable and collaborative approach to improving environmental performance in partnership with our clients, supply chain, and other stakeholders by conserving energy and water, minimising consumption, reducing waste, carbon emissions and preferring low pollution, and sustainably sourced materials, therefore maximising efficiency.
- Ensure that we integrate sustainability considerations into our business decisions.
- Maintain an Integrated Management System that incorporates the Environmental Management System (EMS) in accordance with the requirements of BS EN ISO 14001:2015.
- Ensure that all the requirements of this policy are adequately communicated to all staff.
- Are committed to reducing chemical use, preventing pollution and to minimizing the environmental impact, for the life cycle; (including disposal), of materials, plant, equipment, and any other physical assets under our control.
- Are committed to our stated Plan Zero, and Zero Carbon initiatives.
- Are committed to continual improvement in our environmental performance, through the implementation of our EMS, and the establishment of measurable environmental objectives and targets that are documented, implemented, maintained, monitored, and reviewed.
- Put adequate controls in place to protect the environment from any significant environmental aspects and impacts arising from our work activities.

We shall ensure that this policy is made available to all interested parties upon request and is published to allow to enhance availability.

Employees and other organisations are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own work, so far as is reasonably practicable, is carried out without risk to themselves, others, or the environment.



Phil Bentley
Chief Executive Officer
Mitie Group PLC

1 March 2023