



People

	Target FY24	Actual FY24	Achieved?	Target FY25
% of employees, where Mitie sets salary, paid Real Living Wage	100%	100%	●	100%
% of employees through apprenticeship scheme	4.3%	4.5%	●	5.0%
% of women on senior leadership team	35%	32%	●	40%
% of racially diverse colleagues on senior leadership team	10%	15%	●	20%

+ Find out more on page 41



Environment

Scope 1 and 2 emissions, net of carbon credits – global emissions (tonnes)	16,900	16,871	●	12,775
Scope 3 emissions – global emissions (tonnes)	296,507	273,336	●	275,752
% of fleet zero carbon ¹	65%	66%	●	80%
Waste to landfill (tonnes)	50	0	●	0

+ Find out more on page 14



Community

Volunteer paid hours	20,720	24,626	●	23,680
Health and wellbeing training hours delivered	26,312	37,611	●	28,943
Armed Forces recruitment	2.4%	4.2%	●	2.3%
This target relates to maintaining Armed Forces recruitment at a percentage of 0.5% above population average				

+ Find out more on page 52



Responsible supply chain

Spend with VCSEs	£2.0m	£3.4m	●	£2.3m
% of spend with SMEs (commitment to maintain public sector % SME spend above 33% target)	32%	48%	●	33%
% of spend on Supplier Management Framework	39%	54%	●	40%

+ Find out more on page 32

1. We have reduced the FY25 target for % of fleet zero carbon from 85% to 80% to reflect the increased size of our overall fleet of vehicles, due to organic growth and strategic acquisitions, and the limited availability of commercially and operationally viable EV options for specialist vehicles and our highest mileage drivers.