

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

ESG Risk Rating

10.5

Last Full Update Apr 16, 2024

-2.0

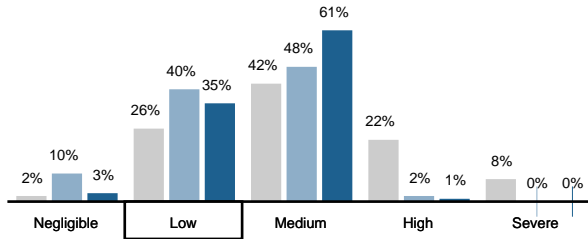
Momentum

Low Risk



ESG Risk Rating Score Change Log

ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk) (1 st = Top Score)	
Global Universe	394/16313	3rd
Commercial Services INDUSTRY	61/486	13th
Business Support Services SUBINDUSTRY	7/189	4th

Peers Table

Peers (Market cap \$1.7 - \$1.7bn)

Peers (Market cap \$1.7 - \$1.7bn)	Exposure	Management	ESG Risk Rating
1. MITIE Group Plc	30.7 Low	68.8 Strong	10.5 Low
2. Firstsource Solutions Ltd.	28.5 Low	49.6 Average	14.9 Low
3. Bilfinger SE	30.7 Low	49.4 Average	16.2 Low
4. Getty Images Holdings, Inc.	31.0 Low	39.1 Average	19.4 Low
5. Greentown Management Holdings Co., Ltd.	31.0 Low	24.3 Weak	23.8 Medium

MITIE Group Plc

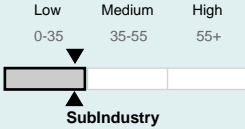
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

30.7 **-4.7**
Low **Momentum**
Beta = 0.99



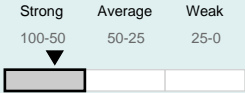
The company's product and service portfolio, as well as its customer base triggers exposure to quality and safety issues. Types of misconduct include unsafe features, insufficient transparency and misleading marketing. The company's business relations within its value chain drive exposure to bribery and corruption risks. Engagement in inappropriate or illicit practices tends to attract public scrutiny and can result in fines, indictment for corporate managers or executives and termination of contracts. The company receives, stores and processes large volumes of sensitive customer data. This triggers exposure to data privacy and security breaches, which may result in regulatory actions, litigation, public scrutiny or loss of customer trust.

The company's overall exposure is low and is similar to subindustry average. Bribery and Corruption, Product Governance and Data Privacy and Security are notable material ESG issues.

Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

68.8 **+1.0**
Strong **Momentum**



Mitie Group's ESG reporting is assessed as strong. It also has board level oversight for ESG issues, suggesting that these are incorporated into key business strategies. Additionally, the policy addressing environmental issues is very strong. Furthermore, executive remuneration is explicitly linked to sustainability performance target, which is in line with best practice. It has also set up a strong whistleblower programme.

The company's overall management of material ESG issues is strong.

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Material ESG Issues

These are the Material ESG Issues driving the ESG Risk Rating.

Issue Name	ESG Risk Exposure	ESG Risk Management	ESG Risk Rating	Contribution to ESG Risk Rating
	Score Category	Score Category	Score Category	
Corporate Governance	9.0 High	62.5 Strong	3.4 Low	32.2%
Product Governance	5.3 Medium	65.2 Strong	1.8 Negligible	17.4%
Human Capital	3.0 Low	49.9 Average	1.6 Negligible	15.1%
Emissions, Effluents and Waste	1.9 Low	42.5 Average	1.2 Negligible	11.2%
Bribery and Corruption	3.6 Low	71.9 Strong	1.1 Negligible	10.9%
Data Privacy and Security	3.2 Low	88.8 Strong	0.9 Negligible	8.7%
Occupational Health and Safety	3.0 Low	92.0 Strong	0.4 Negligible	3.6%
Carbon -Own Operations	1.8 Low	95.0 Strong	0.1 Negligible	0.9%
Overall	30.7 Low	68.8 Strong	10.5 Low	100.0%

Events Overview

Identify events that may negatively impact stakeholders, the environment, or the company's operations.

Category (Events)

5 Severe (0)

4 High (0)

3 Significant (0)

2 Moderate (1)

Quality and Safety

1 Low (1)

Labour Relations

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Events Overview

Identify events that may negatively impact stakeholders, the environment, or the company's operations.

Category (Events)

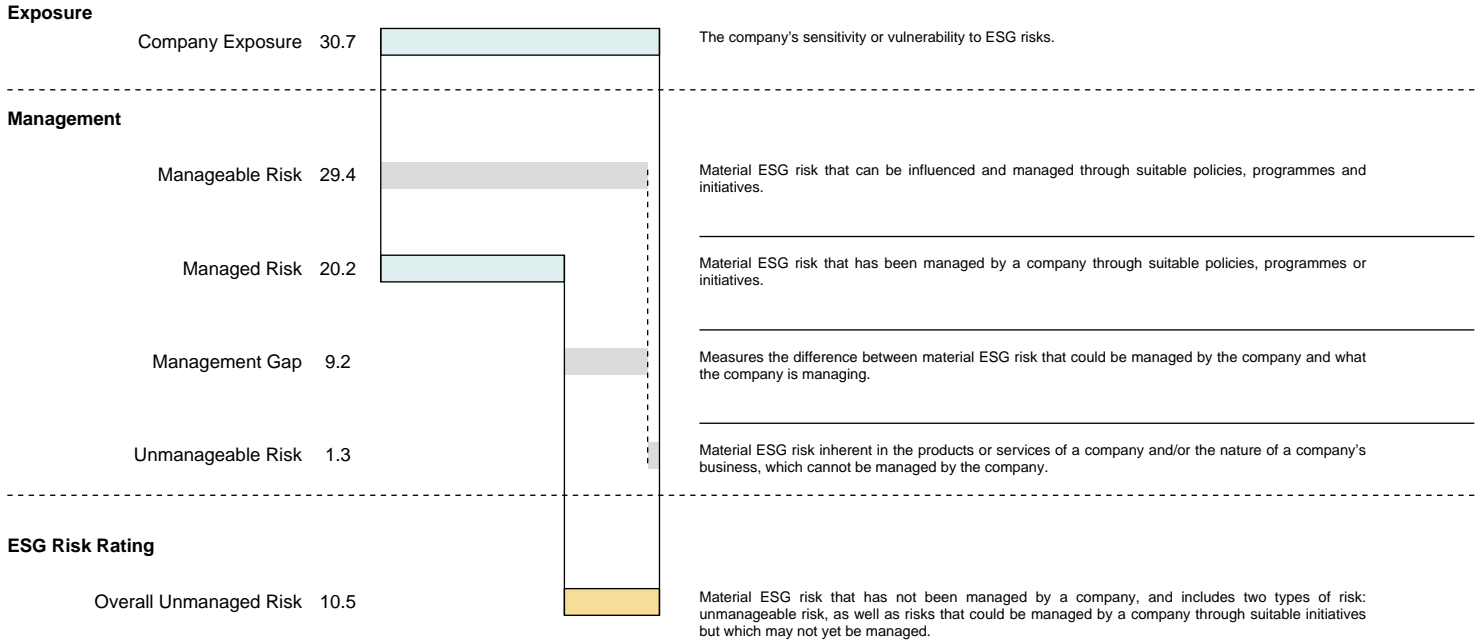
⚠ None (7)

- Bribery and Corruption
- Data Privacy and Security
- Emissions, Effluents and Waste
- Energy Use and GHG Emissions
- Lobbying and Public Policy
- Marketing Practices
- Occupational Health and Safety

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



Momentum Details

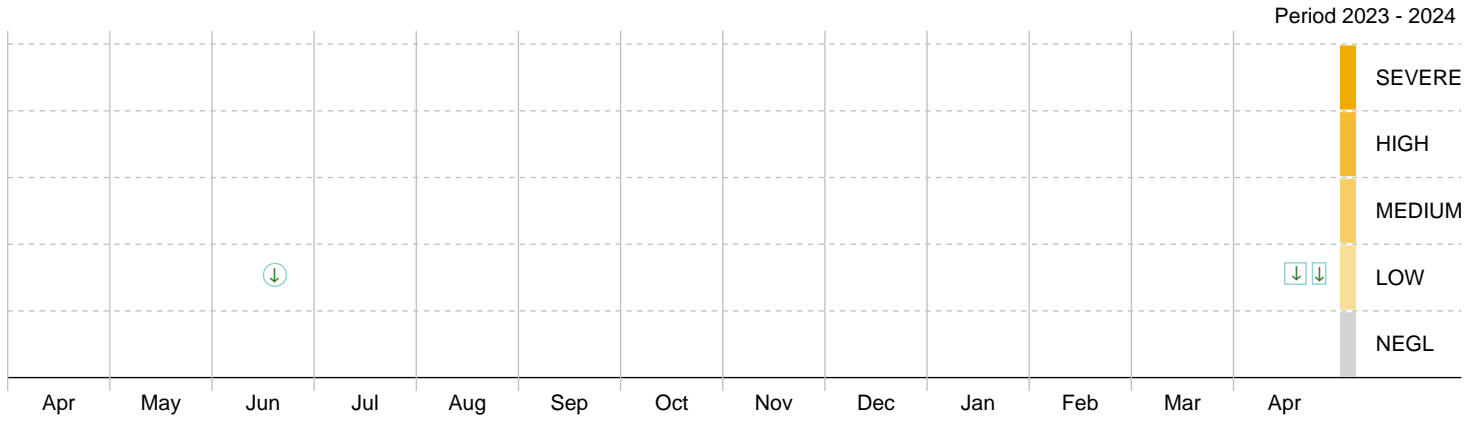


MITIE Group Plc

Business Support Services United Kingdom LON:MTO

ESG Risk Rating Score Change Log [View Glossary](#)

Full Update
 Partial Update
 Event Update
 Methodology Update



Attribute Date	Value Before Change	Value After Change	△ Change In Value	Change Trigger
2024/04/17	10.6	10.5 ↓	-0.1	<input type="checkbox"/> Partial Update
2024/04/16	12.4	10.6 ↓	-1.8	<input type="checkbox"/> Full Update
2023/06/16	12.5	12.4 ↓	-0.1	<input type="checkbox"/> Event Update

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue

Contribution 32.2 %



Corporate Governance

Corporate Governance represents foundational structures for the management of ESG risks.

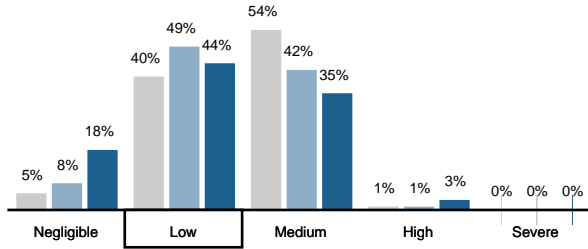
ESG Risk Rating

3.4

Low Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK (1 st = lowest risk)	PERCENTILE (1 st = Top Score)
Global Universe	983/4814	21 st
Commercial Services INDUSTRY	24/92	26 th
Business Support SUBINDUSTRY	11/34	31 st

Peers Table

Peers (Market cap \$1.3 - \$1.8bn)

Peers (Market cap \$1.3 - \$1.8bn)	Exposure	Management	ESG Risk Rating
1. MITIE Group Plc	9.0 High	62.5 Strong	3.4 Low
2. Bilfinger SE	9.0 High	57.1 Strong	3.9 Low
3. Bravida Holding AB	9.0 High	55.9 Strong	4.0 Low
4. Caverion Oyj	9.0 High	55.2 Strong	4.0 Medium
5. StorageVault Canada, Inc.	9.0 High	39.4 Average	5.5 Medium

MITIE Group Plc

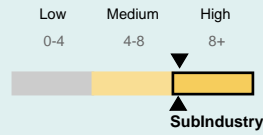
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

9.0
High

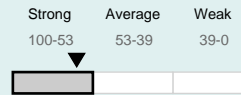


The quality and integrity of the company's board and management and its remuneration systems are identified as the highest weighted governance areas of focus. The company is publicly traded, which leads to heightened scrutiny of its governance practices and increases the importance of governance structures, practices and behaviour. This translates into high exposure to baseline Corporate Governance risk.

Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

62.5
Strong



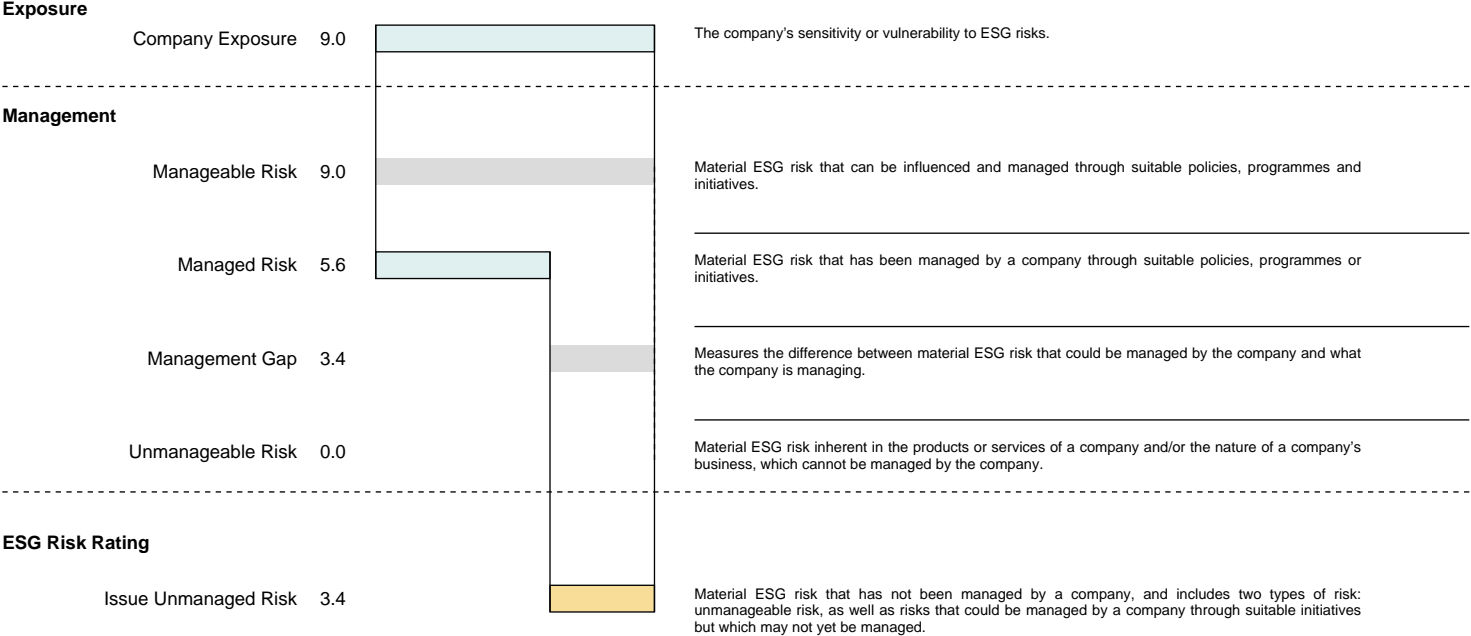
The company is noted for showing particular strength in its board structure, its ownership structure/shareholder rights, its audit and financial performance systems and its stakeholder governance. It has average management of its 2 other governance pillars. Overall, we rate the company's corporate governance management as strong.

Corporate Governance Pillars	Raw Score	Weight	Weighted Score
Board/Management Quality & Integrity	53	25.0%	13.3
Board Structure	88	17.0%	15.0
Ownership & Shareholder Rights	64	15.0%	9.6
Remuneration	45	25.0%	11.3
Audit & Financial Reporting	77	8.0%	6.2
Stakeholder Governance	73	10.0%	7.3
Totals		100.0%	62.5

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue

Contribution 17.4 %



Product Governance

Product Governance focuses on how companies manage responsibilities to their clients. Emphasis is put on quality management systems, marketing practices, fair billing and post-sales responsibility.

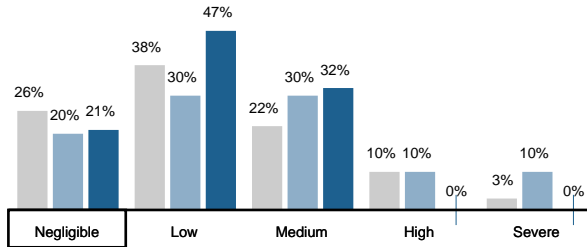
ESG Risk Rating

1.8

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	838/3919	22nd
Commercial Services INDUSTRY	12/60	19th
Business Support SUBINDUSTRY	7/34	19th

Peers Table

Peers (Market cap \$1.3 - \$1.8bn)

Peers (Market cap \$1.3 - \$1.8bn)	Exposure	Management	ESG Risk Rating
1. Bravida Holding AB	5.3 Medium	91.0 Strong	0.5 Negligible
2. MITIE Group Plc	5.3 Medium	65.2 Strong	1.8 Negligible
3. Caverion Oyj	5.8 Medium	45.0 Average	3.2 Low
4. Bilfinger SE	5.3 Medium	25.0 Average	3.9 Low
5. StorageVault Canada, Inc.	5.8 Medium	0.0 Weak	5.8 Medium

MITIE Group Plc

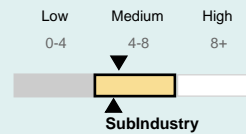
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

5.3
Medium



Business support services companies provide a wide range of services to various industries, which can negatively impact consumers if service quality is sub-par. The support services business is a low-cost entry market, which allows for many competitors. Inability to properly deliver services can result in reputational damage due to service quality lapses, which may affect a company's ability to win new contracts or retain existing ones. Additionally, poor service quality can lead to financial penalties for companies for failing to deliver on contractual terms.

The company's exposure to Product Governance issues is medium and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	5.0
Issue Beta	x 1.05
Company Issue Exposure	5.3

Beta Indicators

Beta Signal

Marketing Practices	0.00
Quality and Safety	0.02
Operating Performance	0.02
Solvency	-0.03
Financial Flexibility	0.02
Asset Performance	0.00
Headquarters Location	-0.02
Sales Location	0.05
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	0.05
Baseline	+1.00
Overall Beta	1.05

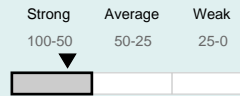
MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

65.2
Strong



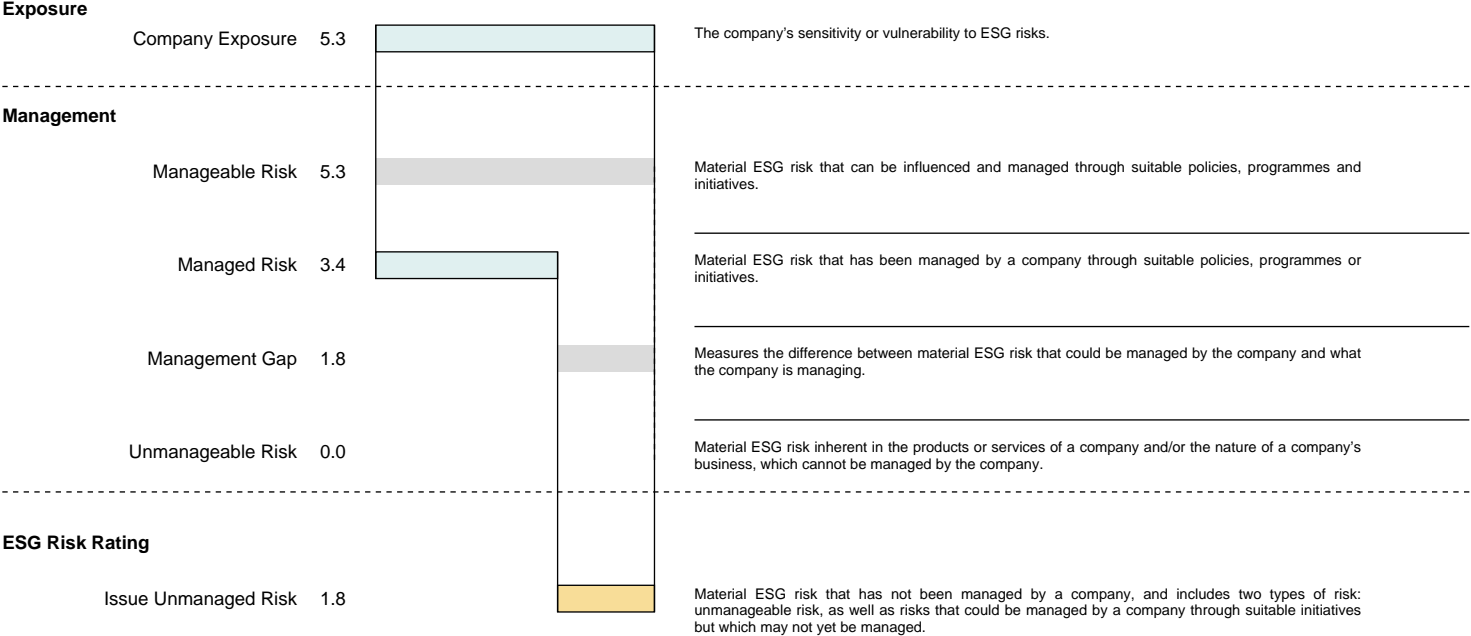
All of Mitie's operations have received external certifications for quality management, which is considered best practice. Additionally, it has an adequate programme to manage product and service safety risks. It has assigned responsibility to oversee product and service safety to the executive management level and conducts periodic risk assessments. The company has above average preparedness measures to address Product Governance issues and has been implicated in minor controversies related to the issue. In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
QMS Certifications	100	40.5%	40.5
Product and Service Safety	50	49.5%	24.8
Quality and Safety	Category 2	10%	0.0
Marketing Practices	Category 0	0%	0.0
Weighted Sum			65.2

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue



Human Capital

Contribution 15.1 %

Human Capital focuses on the management of risks related to scarcity of skilled labour as well as labour relations, such as non-discrimination, working hours and minimum wages.

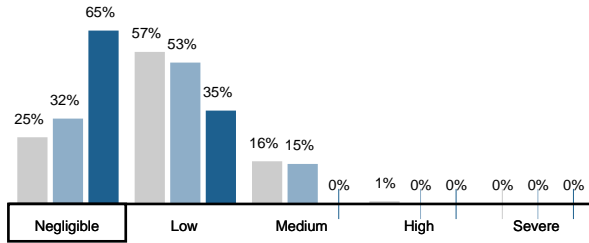
ESG Risk Rating

1.6

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	584/4567	14th
Commercial Services INDUSTRY	7/74	9th
Business Support SUBINDUSTRY	5/34	13th

Peers Table

Peers (Market cap \$1.3 - \$1.8bn)

Peers (Market cap \$1.3 - \$1.8bn)	Exposure	Management	ESG Risk Rating
1. MITIE Group Plc	3.0 Low	49.9 Average	1.6 Negligible
2. Bravida Holding AB	2.9 Low	33.1 Average	2.0 Negligible
3. Bilfinger SE	3.0 Low	30.9 Average	2.1 Low
4. Caverion Oyj	3.2 Low	33.1 Average	2.2 Low
5. StorageVault Canada, Inc.	3.2 Low	24.4 Weak	2.4 Low

MITIE Group Plc

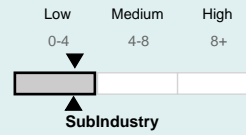
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

3.0
Low



Business Support Services companies employ a wide variety of personnel. For manufacturing operations, companies employ skilled employees such as equipment operators and assemblers. Some companies also rely on specialized professionals, such as researchers, engineers and IT staff, to develop cutting-edge technologies. As some industries are experiencing skills shortages, attracting and retaining the talent able to develop these business lines is key to maintaining market share. Additionally, some subindustry companies may experience labour conflicts, which can result in operational disruptions. In addition, depending on location of operations, companies may have trouble attracting highly skilled employees due to labour shortages, which may impact R&D efficiency. Companies that tailor their programmes to the long-term needs of their employees may be better positioned to retain key expertise. Furthermore, some subindustry companies are facing increasing scrutiny on diversity issues regarding the underrepresentation of women, minorities and workers over 40. Lawsuits from former employees alleging gender, racial or age discrimination may indicate the need for stronger Human Capital management. Best practice includes strong programmes for employee recruitment, retention and development, as well as diversity programmes.

The company's exposure to Human Capital issues is low and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	3.0
Issue Beta	x 1.00
Company Issue Exposure	3.0

Beta Indicators

Beta Signal

Labour Relations	0.01
Operating Performance	0.02
Solvency	-0.03
Financial Flexibility	0.02
Asset Performance	0.00
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	0.00
Baseline	+1.00
Overall Beta	1.00

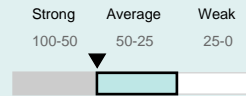
MITIE Group Plc

Business Support Services United Kingdom LON:MTO


Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

49.9
Average



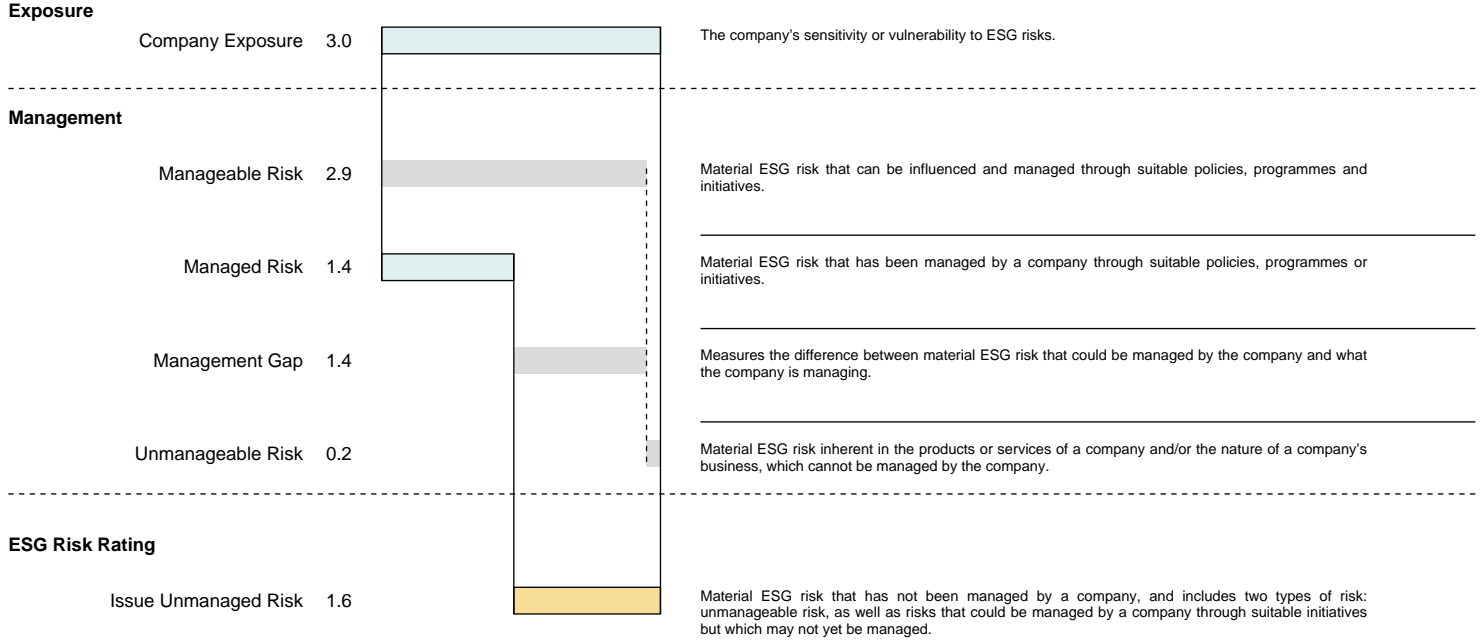
The company has above average preparedness measures to address Human Capital issues and has been implicated in minor controversies related to the issue. In our view, the company's management of the issue is average.

Management Indicators	Raw Score	Weight	Weighted Score
Human Capital Development	100	23.8%	23.8
Freedom of Association Policy	75	4.8%	3.6
Working Hours Policy	75	7.1%	5.3
Discrimination Policy	50	7.1%	3.6
Diversity Programmes	50	11.9%	5.9
Gender Pay Disclosure	50	4.8%	2.4
Collective Bargaining Agreements	25	4.8%	1.2
Gender Pay Equality Programme	25	7.1%	1.8
Employee Training	20	11.9%	2.4
Employee Turnover Rate	0	11.9%	0.0
 Labour Relations	Category 1	5%	0.0
Weighted Sum			49.9

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue



Emissions, Effluents and Waste

Contribution 11.2 %

Emissions, Effluents and Waste focuses on the management of emissions and releases from a company's own operations to air, water and land, excluding GHG emissions.

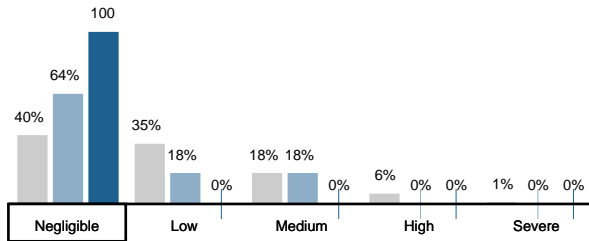
ESG Risk Rating

1.2

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK (1 st = lowest risk)	PERCENTILE (1 st = Top Score)
Global Universe	246/1949	13th
Commercial Services INDUSTRY	7/44	15th
Business Support SUBINDUSTRY	7/28	23rd

Peers Table

Peers (Market cap \$1.3 - \$1.8bn)

Peers (Market cap \$1.3 - \$1.8bn)	Exposure	Management	ESG Risk Rating
1. MITIE Group Plc	1.9 Low	42.5 Average	1.2 Negligible
2. Bravida Holding AB	1.7 Low	31.9 Average	1.2 Negligible
3. Caverion Oyj	2.1 Low	35.0 Average	1.4 Negligible
4. Bilfinger SE	1.9 Low	24.1 Weak	1.5 Negligible
5. StorageVault Canada, Inc.	2.1 Low	8.3 Weak	1.9 Negligible

MITIE Group Plc

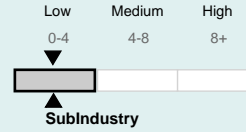
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

1.9
Low



The operations of Business Support Services companies, especially those engaged in the rental and maintenance of equipment and uniforms; technical solutions for buildings, industries and infrastructure; cleaning, pest control and catering, can result in the release of negative environmental externalities such as waste, hazardous substances, air pollutants, or wastewater through repair and maintenance services. Wastewater contaminated by cleaning chemicals from cleaning rental equipment and professional garments can pose a hazard to the environment if it is not properly treated. Spills of oils and other industrial fluids may occur while rental industrial equipment (e.g. heating, cooling, construction, agricultural, oilfield, and transportation equipment) is stored, and this can result in the contamination of soil, surface water or groundwater beyond legally permitted levels. Companies are subject to extensive environmental laws and regulations by national and regional, local authorities. Moreover, the regulation of pest control and hygiene services is tightening. Companies found to be non-compliant with emissions, effluents and waste regulations may be fined by regulators, face community opposition and be subject to costs to remediate improper waste handling or spills. Additionally, mismanagement of the issue and repeated violations may endanger contracts for companies in the subindustry. Best practice includes strong programmes to manage solid and hazardous waste, initiatives to treat effluents as well as emergency response programmes to contain spills.

The company's exposure to Emissions, Effluents and Waste issues is low and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	2.0
Issue Beta	x 0.95
Company Issue Exposure	1.9

Beta Indicators

Beta Signal

Emissions, Effluents and Waste	0.00
Operating Performance	0.02
Solvency	-0.03
Financial Flexibility	0.02
Asset Performance	0.00
Headquarters Location	-0.02
Assets Location	-0.05
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	-0.05
Baseline	+1.00
Overall Beta	0.95

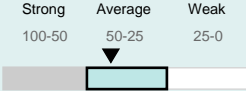
MITIE Group Plc

Business Support Services United Kingdom LON:MTO


Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

42.5
Average



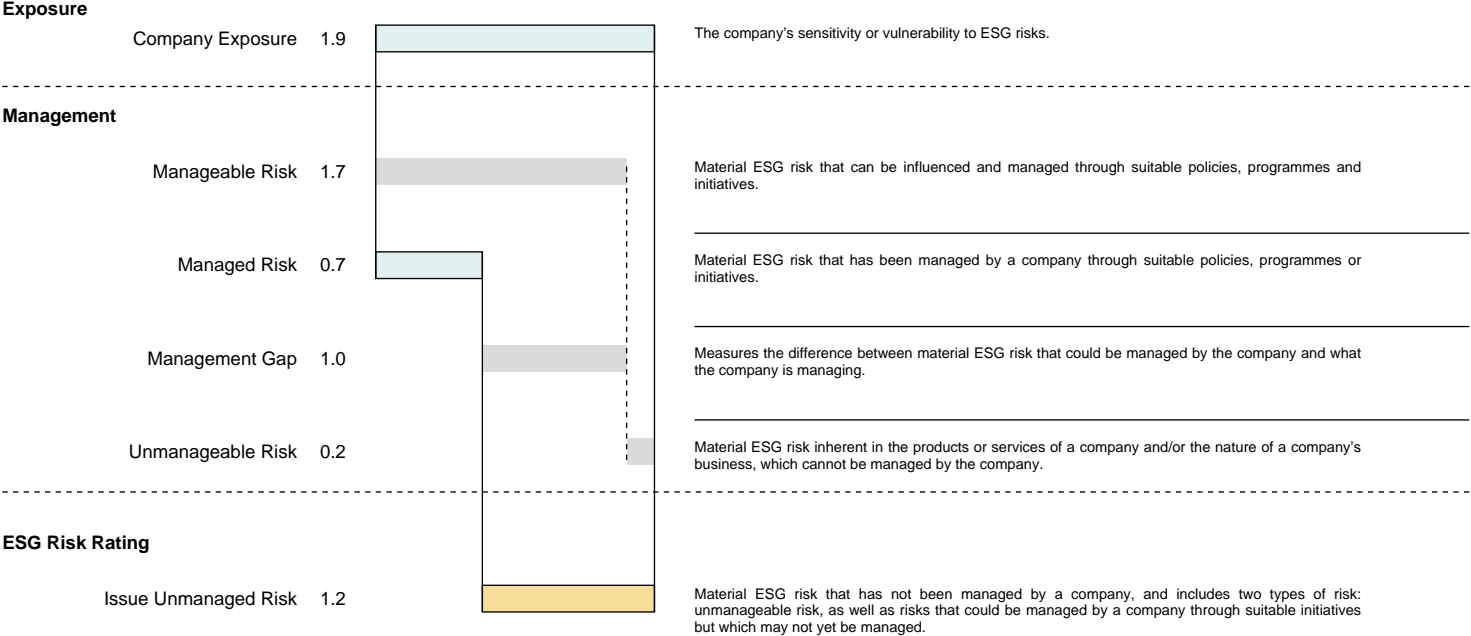
In our view, the company's management of the issue is average.

Management Indicators	Raw Score	Weight	Weighted Score
EMS Certification	100	5.0%	5.0
Environmental Management System	100	10.0%	10.0
Environmental Policy	100	5.0%	5.0
Emergency Response Programme	75	10.0%	7.5
Solid Waste Management	50	20.0%	10.0
Non-GHG Air Emissions Programmes	25	20.0%	5.0
Effluent Management	0	17.5%	0.0
Hazardous Waste Management	0	12.5%	0.0
 Emissions, Effluents and Waste	Category 0	0%	0.0
Weighted Sum			42.5

MITIE Group Plc


Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

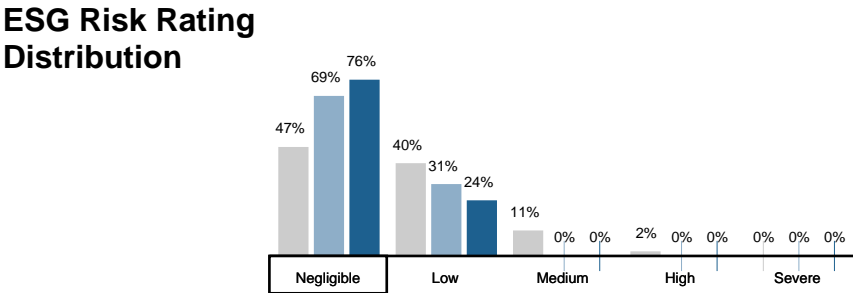
Issue  **Bribery and Corruption**

Contribution 10.9 %

Bribery and Corruption focuses on the management of risks related to illicit payments, such as kickbacks or bribes to government officials or business partners, and the receipt of those payments.

ESG Risk Rating 1.1 **Negligible Risk**

NEGL	LOW	MED	HIGH	SEVERE
0-2	2-4	4-6	6-8	8+



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	171/782	23rd
Commercial Services INDUSTRY	13/42	30th
Business Support SUBINDUSTRY	13/34	37th

Peers Table

Peers (Market cap \$1.3 - \$1.8bn)	Exposure	Management	ESG Risk Rating
1. Bilfinger SE	3.6 Low	91.9 Strong	0.5 Negligible
2. Caverion Oyj	3.4 Low	84.4 Strong	0.7 Negligible
3. MITIE Group Plc	3.6 Low	71.9 Strong	1.1 Negligible
4. Bravida Holding AB	3.0 Low	58.7 Strong	1.3 Negligible
5. StorageVault Canada, Inc.	4.2 Medium	44.4 Average	2.4 Low

MITIE Group Plc

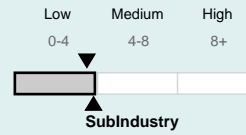
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

3.6
Low



Business Support Services companies have close relationships with government officials, with Mitie itself reporting that 54% of its FY2023 revenue came from government contracts. Additionally, Business Support Services may have contracts with high-profile clients or clients that run critical operations. All of these relationships expose Business Support Services to potential bribery and corruption opportunities and risks.

The company's exposure to Bribery and Corruption issues is low and moderately below the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	4.0
Issue Beta	x 0.90
Company Issue Exposure	3.6

Beta Indicators

Beta Signal

Bribery and Corruption	0.00
Lobbying and Public Policy	0.00
Operating Performance	0.02
Solvency	-0.03
Financial Flexibility	0.02
Asset Performance	0.00
Regional Corruption	-0.10
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	-0.10
Baseline	+1.00
Overall Beta	0.90

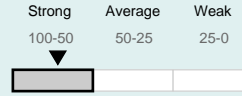
MITIE Group Plc

Business Support Services United Kingdom LON:MTO



Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

71.9
Strong



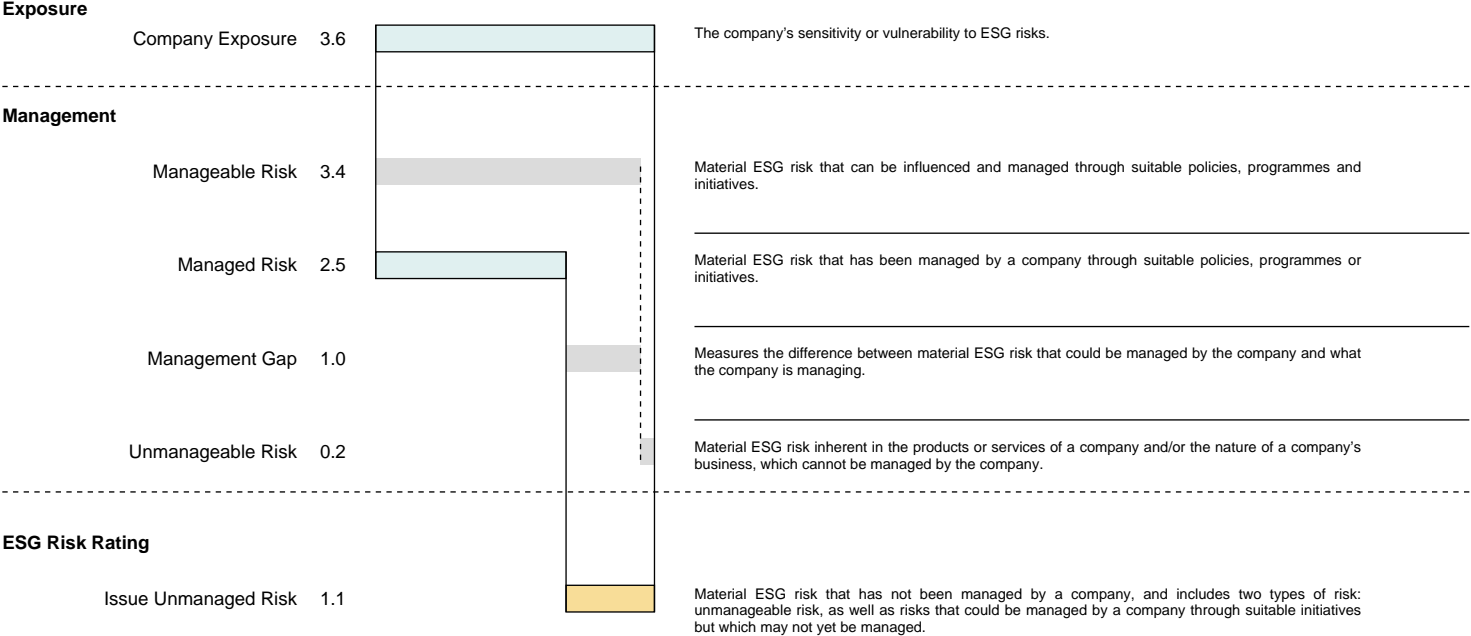
Mitie's policy on bribery and corruption is very strong. Additionally, although the company's disclosure on its the bribery and corruption programme is weak, it has assigned responsibility for the issue at the executive level. Moreover, the whistleblower programme is strong. It has an independent reporting hotline that is available 24/7 and anonymous reports may be submitted. Furthermore, the company has a strong political involvement policy, and based on available evidence, the company has not made political or lobbying contributions in the last three years. In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
Bribery & Corruption Policy	100	20.0%	20.0
Lobbying and Political Expenses	100	17.5%	17.5
Political Involvement Policy	75	12.5%	9.4
Whistleblower Programmes	75	25.0%	18.8
Bribery & Corruption Programmes	25	25.0%	6.3
 Bribery and Corruption	Category 0	0%	0.0
 Lobbying and Public Policy	Category 0	0%	0.0
Weighted Sum			71.9

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue



Data Privacy and Security

Contribution 8.7 %

Data Privacy and Security focuses on data governance practices, including how companies collect, use, manage and protect data.

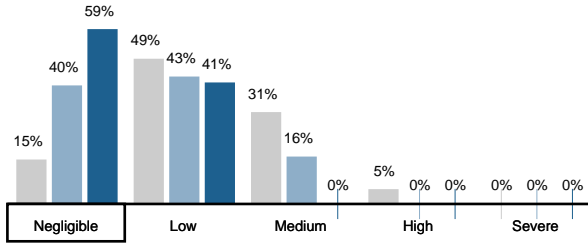
ESG Risk Rating

0.9

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	19/1997	2nd
Commercial Services INDUSTRY	5/67	7th
Business Support SUBINDUSTRY	4/34	10th

Peers Table

Peers (Market cap \$1.3 - \$1.8bn)

Peers (Market cap \$1.3 - \$1.8bn)	Exposure	Management	ESG Risk Rating
1. MITIE Group Plc	3.2 Low	88.8 Strong	0.9 Negligible
2. Bilfinger SE	3.2 Low	75.0 Strong	1.3 Negligible
3. Caverion Oyj	3.5 Low	62.5 Strong	1.7 Negligible
4. Bravida Holding AB	3.2 Low	25.0 Average	2.5 Low
5. StorageVault Canada, Inc.	3.5 Low	14.4 Weak	3.1 Low

MITIE Group Plc

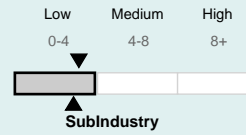
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

3.2
Low



Companies that provide business support services receive, store and process large volumes of personally identifiable information and other sensitive data. Traditionally, different jurisdictions have maintained distinct legal requirements for data privacy. However, there is increasing coordination on data privacy among regulators. As a result, companies face issues related to adhering with evolving privacy laws and meet consumer privacy expectations. In addition, the total cost of a data breach for companies has increased year on year, demonstrating the increasing urgency of the issue.

The company's exposure to Data Privacy and Security issues is low and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	3.0
Issue Beta	x 1.05
Company Issue Exposure	3.2

Beta Indicators

Beta Signal

Data Privacy and Security	0.00
Operating Performance	0.02
Solvency	-0.03
Financial Flexibility	0.02
Asset Performance	0.00
Headquarters Location	-0.02
Sales Location	0.05
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	0.05
Baseline	+1.00
Overall Beta	1.05

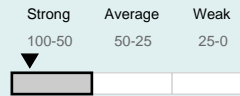
MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

88.8
Strong



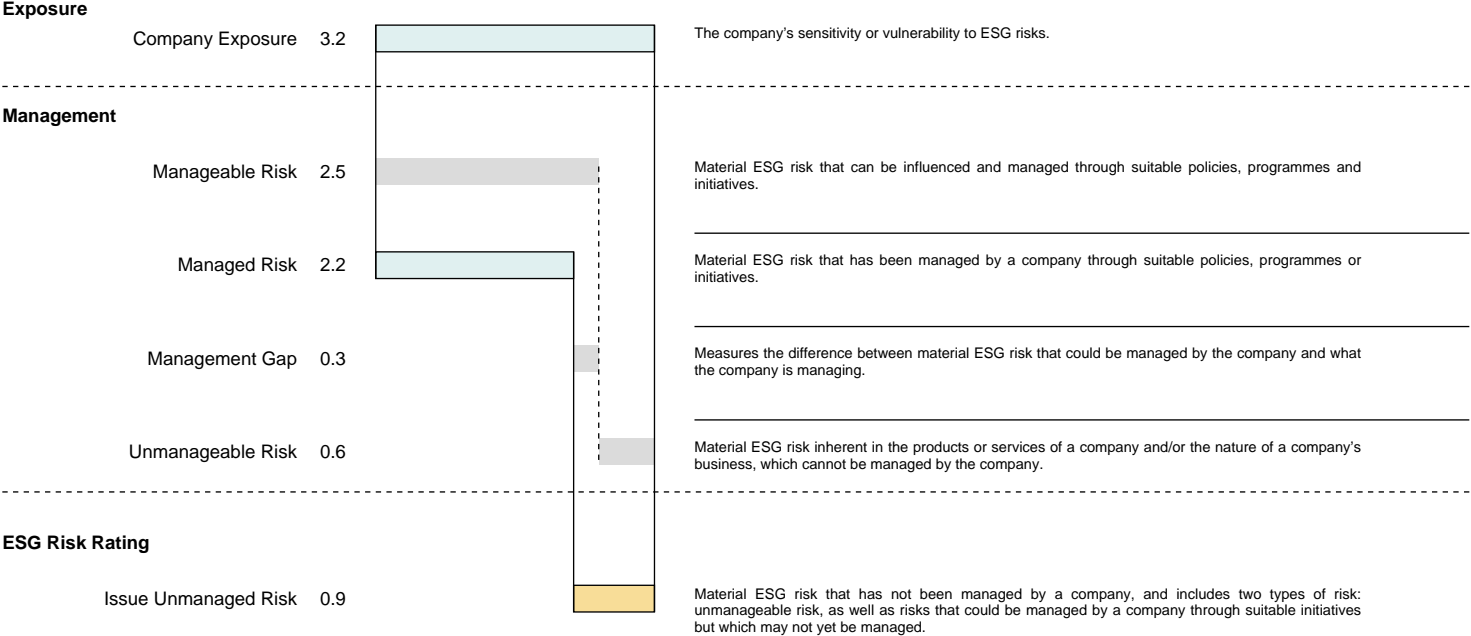
Although Mitie's data privacy and security policies are assessed as weak, the company has a very strong programme to manage data privacy concerns. It has assigned managerial level responsibility to oversee privacy management and it regularly conducts privacy risk assessments. The company also has a very strong programme to handle cybersecurity issues. Its cybersecurity management system has been certified to ISO 27001 standards, which is considered best practice. In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
Cybersecurity Programme	100	42.5%	42.5
Data Privacy Programme	100	42.5%	42.5
Data Privacy & Security Policy	25	15.0%	3.8
Data Privacy and Security	Category 0	0%	0.0
Weighted Sum			88.8

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue

Contribution 3.6 %



Occupational Health and Safety

Occupational Health and Safety focuses on the management of workplace hazards affecting a company's own employees and on-site contractors. Where relevant, it may also include HIV/AIDS programmes.

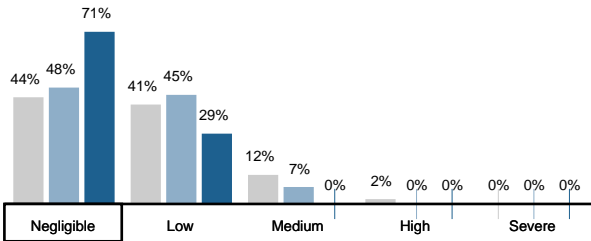
ESG Risk Rating

0.4

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	45/2128	3rd
Commercial Services INDUSTRY	2/60	3rd
Business Support SUBINDUSTRY	2/34	4th

Peers Table

Peers (Market cap \$1.3 - \$1.8bn)	Exposure	Management	ESG Risk Rating
1. MITIE Group Plc	3.0 Low	92.0 Strong	0.4 Negligible
2. Caverion Oyj	3.3 Low	92.0 Strong	0.4 Negligible
3. Bravida Holding AB	2.7 Low	60.7 Strong	1.1 Negligible
4. Bilfinger SE	3.0 Low	34.4 Average	2.0 Low
5. StorageVault Canada, Inc.	3.3 Low	17.6 Weak	2.7 Low

MITIE Group Plc

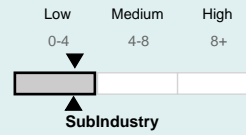
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

3.0
Low



Business Support Services companies are involved in providing services to a wide range of businesses, including high-hazard industries such as heavy machinery production, construction, chemicals and mining. Company employees have experienced injuries from slips, falls, moving machinery or exposure to asbestos or hazardous chemicals. Although fines from health and safety incidents are generally low, companies can face suspension of operations and production disruptions while accidents are investigated, or may incur costs related to the remediation of health and safety conditions. Additionally, companies may have to bear the costs of hiring and training additional staff while injured staff are off work, compensation to injured workers or their families, and rising insurance premiums. Companies that operate in developed markets, such as the US, are subject to strict regulations. The Occupational Safety and Health Administration (OSHA) is making it mandatory for employers in high-hazard industries, such as construction and industrial machinery, to disclose injury and fatality data, which they can post on the agency's website starting July 2017. Best practice includes implementing an OHSAS 18001 certified health and safety management system and programmes for minimizing hazards in high-hazard operations.

The company's exposure to Occupational Health and Safety issues is low and similar to the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	3.0
Issue Beta	x 1.00
Company Issue Exposure	3.0

Beta Indicators

Beta Signal

Occupational Health and Safety	0.00
Operating Performance	0.02
Solvency	-0.03
Financial Flexibility	0.02
Asset Performance	0.00
Headquarters Location	-0.02
Assets Location	-0.05
Qualitative Overlay	0.00
Subindustry Correction Factor	0.05
Exceptional Event Adjustment	0.00
Total Beta Signal	0.00
Baseline	+1.00
Overall Beta	1.00

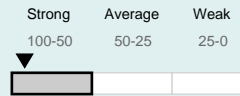
MITIE Group Plc

Business Support Services United Kingdom LON:MTO


Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

92.0
Strong



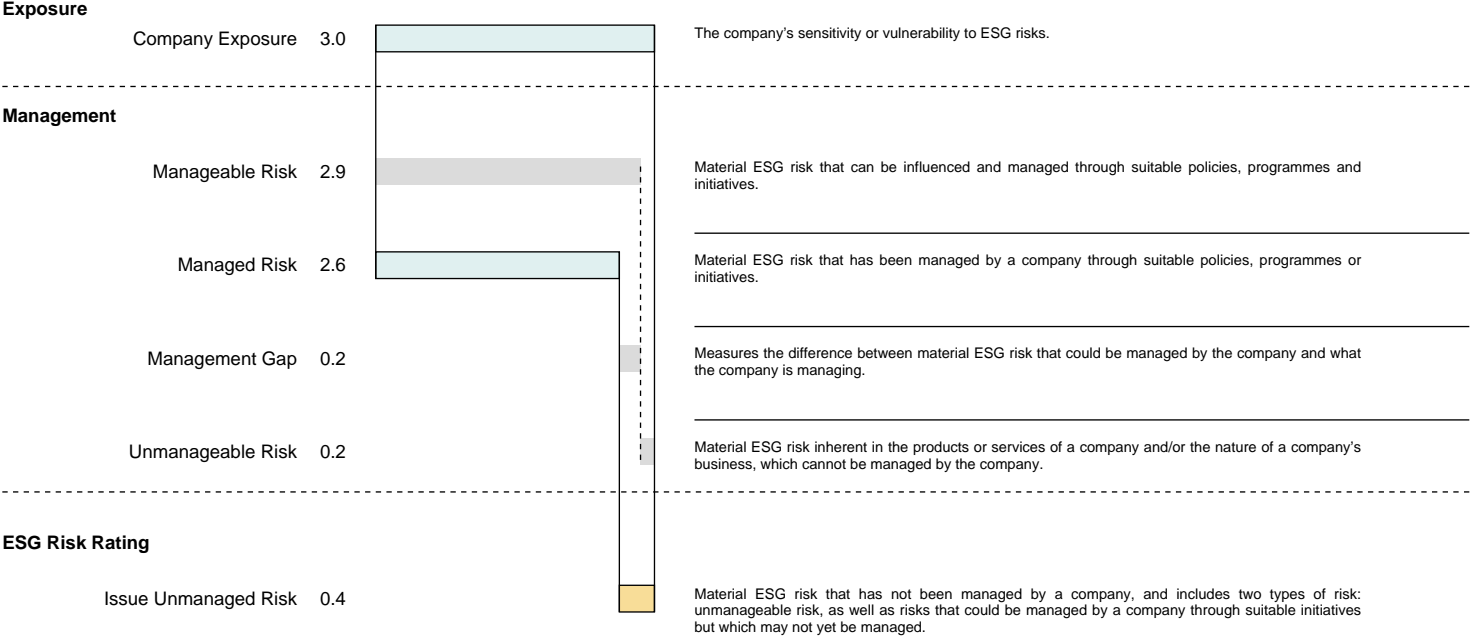
In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
Health & Safety Certifications	100	20.0%	20.0
Health and Safety Management	100	32.5%	32.5
LTIR Trend	100	37.5%	37.5
Employee Fatality Rate	20	10.0%	2.0
 Occupational Health and Safety	Category 0	0%	0.0
Weighted Sum			92.0

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Issue



Carbon - Own Operations

Contribution 0.9 %

Carbon - Own Operations refers to a company's management of risks related to its own operational energy use and GHG emissions (scope 1 and 2). It also includes parts of Scope 3 emissions.

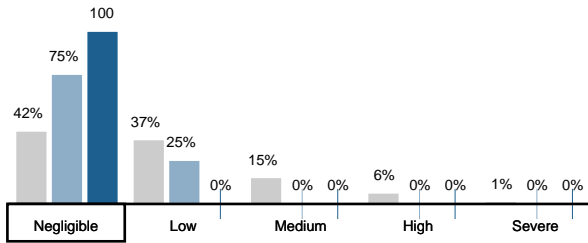
ESG Risk Rating

0.1

Negligible Risk



ESG Risk Rating Distribution



ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 st = lowest risk)	(1 st = Top Score)
Global Universe	14/3101	1 st
Commercial Services INDUSTRY	1/59	1 st
Business Support SUBINDUSTRY	1/34	1 st

Peers Table

Peers (Market cap \$1.3 - \$1.8bn)

Peers (Market cap \$1.3 - \$1.8bn)	Exposure	Management	ESG Risk Rating
1. MITIE Group Plc	1.8 Low	95.0 Strong	0.1 Negligible
2. Bravida Holding AB	1.7 Low	62.4 Strong	0.6 Negligible
3. Caverion Oyj	1.9 Low	59.2 Strong	0.8 Negligible
4. Bilfinger SE	1.8 Low	43.6 Average	1.0 Negligible
5. StorageVault Canada, Inc.	2.1 Low	18.8 Weak	1.7 Negligible

MITIE Group Plc

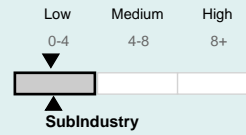
Business Support Services United Kingdom LON:MTO

ESG Risk Analysis

Exposure refers to the extent to which a company is exposed to different material ESG Issues. The exposure score takes into consideration subindustry and company-specific factors such as its business model.

ESG Risk Exposure

1.8
Low



Business Support Services companies that are involved in manufacturing businesses use large amounts of energy mainly for manufacturing operations, which include processing, producing or assembling products. In addition, extensive facilities have electricity requirements for lighting, heating and air conditioning. Companies that rely on large fleets for transporting goods or providing on-site services also generate considerable GHG emissions through fuel use. Good energy management is necessary for companies in the industry in order to mitigate risks from energy price volatility and carbon regulations. In October 2016, the threshold for the Paris Agreement to enter into force was achieved, and the agreement entered into force in November 2016. Energy management can lead to significant operational efficiencies and annual cost savings. Best practice in the industry includes group-wide implementation of energy efficiency measures, such as retrofitting or upgrading equipment and streamlining processes; fleet optimization; adoption of environmental and energy management systems certified to ISO 14001 and ISO 50001; and collection, monitoring and public reporting of emissions data.

The company's exposure to Carbon -Own Operations issues is low and moderately below the subindustry exposure.

Exposure Analysis

Subindustry Issue Exposure	2.0
Issue Beta	x 0.90
Company Issue Exposure	1.8

Beta Indicators

Beta Signal

Energy Use and GHG Emissions	0.00
Operating Performance	0.02
Solvency	-0.03
Financial Flexibility	0.02
Asset Performance	0.00
Carbon Emissions	-0.10
Qualitative Overlay	0.00
Subindustry Correction Factor	0.00
Exceptional Event Adjustment	0.00
Total Beta Signal	-0.10
Baseline	+1.00
Overall Beta	0.90

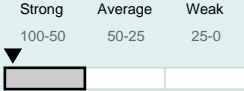
MITIE Group Plc

Business Support Services United Kingdom LON:MTO


Management refers to how well a company is managing its relevant ESG issues. The management score assesses the robustness of a company's ESG programs, practices, and policies.

ESG Risk Management

95.0
Strong



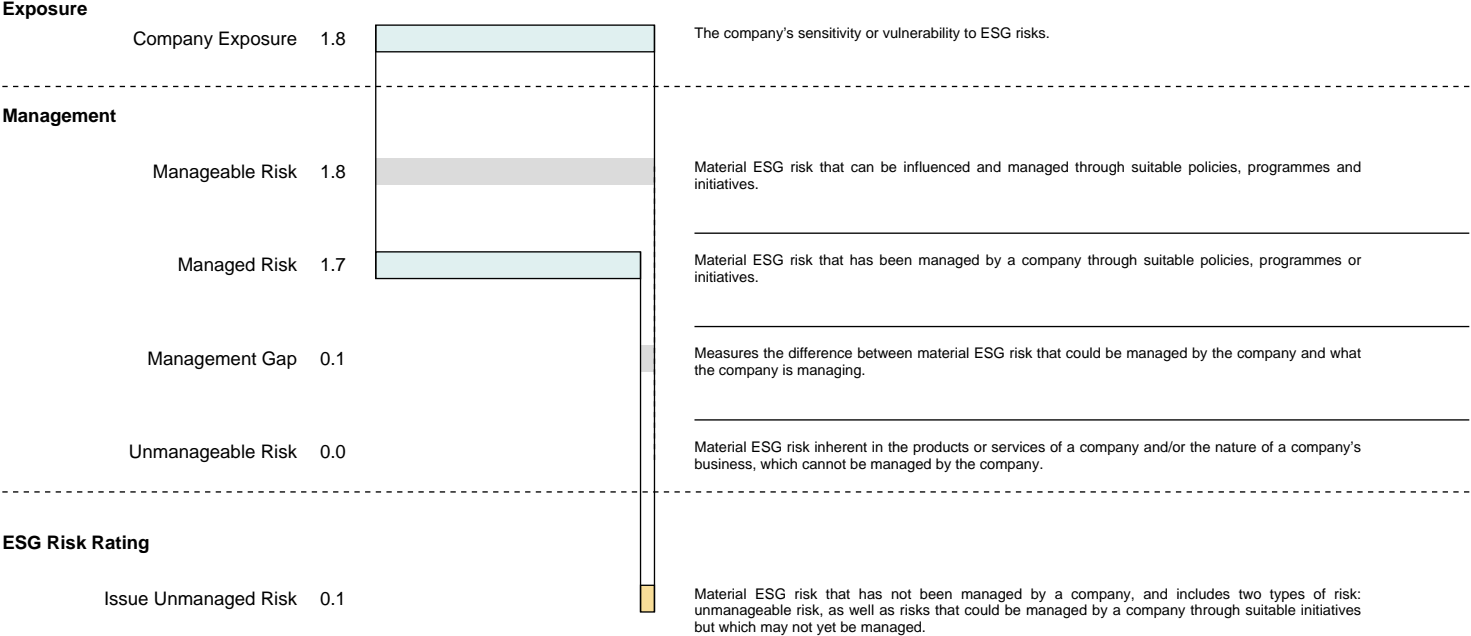
In our view, the company's management of the issue is above average.

Management Indicators	Raw Score	Weight	Weighted Score
Carbon Intensity	100	15.0%	15.0
Carbon Intensity Trend	100	15.0%	15.0
EMS Certification	100	2.5%	2.5
Environmental Management System	100	10.0%	10.0
Environmental Policy	100	5.0%	5.0
GHG Reduction Programme	100	20.0%	20.0
Green Logistics Programmes	100	7.5%	7.5
Renewable Energy Use	100	10.0%	10.0
Scope of GHG Reporting	100	5.0%	5.0
GHG Risk Management	50	5.0%	2.5
Renewable Energy Programmes	50	5.0%	2.5
 Energy Use and GHG Emissions	Category 0	0%	0.0
Weighted Sum			95.0

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

Risk Decomposition



Appendix



Management Details



Corporate Governance

Board/Management Quality & Integrity

53 Average Performer

Raw Score



Our analysis of the quality and integrity of the company's board and management indicates the following key areas of focus for MITIE Group PLC:

- Zero non-executive directors have relevant industry experience as a public or private company executive however one or more non-executive directors have relevant industry experience as a public company outside director.
 - RPTs are approved by disinterested/independent directors or committee members only and the company discloses material related party transactions in the most recent annual reporting.
 - The company has received significant (>30%) votes against company recommendations/ nominees in the two most recent AGMs and the company discloses a shareholder engagement policy.
- Overall, MITIE Group PLC positions itself as an Average Performer with regard to its Board/Management Quality & Integrity compared to peers.

Indicators	Score
Governance Controversies	50
Shareholder Engagement and Responsiveness	50
Business Practices Controversies	50
Board Experience	30
Director Track Record	80
Director Stock Ownership	60
Board Capture	70
Related Party Transactions	50
Executive/Board Misconduct	50

Board Structure

88 Leader

Raw Score



In reviewing the company's structural board features, we note the following for MITIE Group PLC:

- There is a separate board committee in charge of oversight of industry-specific risks and the company identifies and assesses the main risks faced by the business.
 - The company has a majority standard for election of directors and the company has a resignation policy for directors failing to receive a majority of votes.
 - The nominating committee is entirely independent and the chairman of the board is on the nominating committee.
- Overall, MITIE Group PLC positions itself as a Leader with regard to its Board Structure compared to peers.

Indicators	Score
Nominating Committee Effectiveness	90
Board Diversity	90
Board Tenure	80
Board Independence	70
Directors not Elected by Shareholders	60
Risk Oversight	100
Voting Structures	100
Board Leadership	60
Director Disclosure	80

Ownership & Shareholder Rights

64 Leader

Raw Score



MITIE Group PLC's Ownership & Shareholder rights regime includes the following key areas of focus:

- There is no shareholder rights or "poison pill" plan in effect and the market for control is subject to regulation that minimizes the likelihood of abusive takeover offers.
 - The board of directors is elected annually and the board can change its size without shareholder approval only within the limits set in the charter or bylaws.
 - Substantially all common stockholders have identical voting rights.
- Overall, MITIE Group PLC positions itself as a Leader with regard to its Ownership & Shareholder Rights compared to peers.

Indicators	Score
Capital Issuance Risks	60
Ownership Structure	50
Proportionality - One Share/One Vote	60
Director Appointment & Removal	70
Shareholder Action	60
Poison Pill & Takeover Defences	80
Supermajority Provisions	50

Appendix



Management Details

Remuneration

45 Average Performer

Raw Score



Our analysis of executive compensation practices at MITIE Group PLC points to the following:

- CEO remuneration is more than 2x the median of companies of similar size in this market and CEO remuneration is more than 2x the median of industry peers in similar markets.
- There is insufficient disclosure to calculate internal pay equity and the highest-paid executive's remuneration is more than 2.5 times the next-highest paid executive.
- There are moderate remuneration concerns or controversies.

Overall, MITIE Group PLC positions itself as an Average Performer with regard to its Remuneration compared to peers.

Indicators

Score

CEO Termination Scenarios	30
Remuneration Committee Effectiveness	60
STI Performance Metrics	70
Pay Controversies	20
LTI Performance Metrics	70
Clawback Policy	70
Pay for Performance	60
Remuneration Disclosure	100
Internal Pay Equity	10
Say on Pay	70
Pay Magnitude	0
Pay for Failure	60

Audit & Financial Reporting

77 Leader

Raw Score



In reviewing the company's Audit & Financial reporting features, we note the following for MITIE Group PLC:

- Non-audit fees paid to the auditor are de minimis relative to audit and audit-related fees.
- The audit committee met 6 or more times during the year and there is at least one independent member of the audit committee with financial expertise.
- The audit committee is entirely independent and audit committee independence meets market standards.

Overall, MITIE Group PLC positions itself as a Leader with regard to its Audit & Financial Reporting compared to peers.

Indicators

Score

Auditor Fees	100
Auditor Change	50
Reporting Irregularities	50
Audit Committee Structure	70
Audit Committee Effectiveness	90
Audit Rotation Policy	70

Stakeholder Governance

73 Leader

Raw Score



In reviewing the company's practices regarding ESG stakeholder governance, points of attention for MITIE Group Plc are: ESG Governance, Bribery & Corruption Policy and GHG Reduction Programme.

- ESG Governance: A board member or a board committee is responsible for overseeing ESG issues
- Bribery & Corruption Policy: The company has a very strong policy
- GHG Reduction Programme: The company has a very strong programme

Indicators

Score

ESG Governance	100
Scope of Social Supplier Standards	50
GHG Reduction Programme	100
ESG Reporting Standards	75
Global Compact Signatory	0
Political Involvement Policy	75
Tax Disclosure	0
Green Procurement Policy	100
Bribery & Corruption Policy	100
Discrimination Policy	50
Environmental Policy	100
Whistleblower Programmes	75
Verification of ESG Reporting	50
ESG Performance Targets	100
Lobbying and Political Expenses	100

Appendix

Exposure Details



Product Governance

EA.E.24 - Marketing Practices

0.00
Beta Signal

No evidence of relevant controversies

EA.E.28 - Quality and Safety

0.02
Beta Signal

Category 2

EA.F.1 - Operating Performance

0.02
Beta Signal

The company has a weak net income margin.

Average Net Income Margin (Trailing 3 Years): 0.76%
Subindustry Median (Trailing 3 Years): 3.54%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.2 - Solvency

- 0.03
Beta Signal

The company has a very strong debt-equity ratio.

Average Debt to Equity Ratio (3 Period Exponentially Weighted Average as of January 2023): 0
Subindustry Median (3 Period Exponentially Weighted Average as of January 2023): 0.52
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.02
Beta Signal

The company has a weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 2.13%
Subindustry Median (Trailing 3 Years): 5.25%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.4 - Asset Performance

0.00
Beta Signal

The company has an average return on assets.

Average Return on Assets (Trailing 3 Years): 3.75%
Subindustry Median (Trailing 3 Years): 2.85%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

Appendix



Exposure Details

EA.G.1 - Headquarters Location

- 0.02
Beta Signal

The location of the company's headquarters indicates slightly lower exposure to this issue.

United Kingdom: Slightly lower exposure
Source: Sustainalytics Country Risk Rating, November 2023.

EA.G.3 - Sales Location

0.05
Beta Signal

The location of the company's sales indicates slightly higher exposure to this issue.

United Kingdom 93% (Slightly higher exposure)
Other: 7%
Source: Sustainalytics Country Risk Rating, November 2023. Morningstar, November 2023. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

S.3.1.9.1 - Product and Service Safety Programme

50	49.50%	24.8
Raw Score	Weight	Weighted Score

The company has an adequate programme

Criteria

- Incident investigation and corrective action
- Managerial responsibility for product/service safety
- Monitoring of product/service safety performance
- Policy commitment to ensure product/service safety
- Product/service objectives or targets
- Product/service safety risk assessment
- Public reporting on product/service safety issues
- Regular employee training on product/service safety
- Regular external product/service safety audits
- Regularly tested emergency response procedures to ensure product/service safety

Citations

- Mitie Annual Report and Accounts 2023 (FY2023)
- Mitie Quality Policy, released February 2020

S.3.2.1 - QMS Certifications

100	40.50%	40.5
Raw Score	Weight	Weighted Score

90% or more of the company's sites has received external certification

Citations

- Mitie Corporate Website, Environment, Social and Corporate Governance, www.mitie.com; accessed 04 March 2024

Appendix



Management Details

Quality and Safety Events



Category 2 Event - Moderate

Incident History



Locations: UK, United Kingdom, Slough, UK, London, UK

Tags: Services Quality and Safety

NGO opposes to Derwentside Immigration Centre

Palatinate.org.uk - 22 March 2023

Update: UK regulator reports safety failures at Derwentside centre

HM Inspectorate of Prisons - 25 August 2022

Media reports on asylum seeker being mistreated in custody in UK

Yahoo! News UK and Ireland - 15 June 2022

Company feedback over child sex offenders supervision at Colnbrook

Company feedback - 29 October 2021

Update: UK watchdog finds lack of child sex offenders supervision at

The Guardian - 16 April 2019

Company feedback over immigrant's suicide at Harmondsworth center

Company feedback - 29 October 2021

Update: Suicide at Harmondsworth Immigration Removal Centres

Inquest - 12 June 2019

Appendix

Exposure Details

Human Capital

EA.E.22 - Labour Relations

0.01
Beta Signal

Category 1

EA.F.1 - Operating Performance

0.02
Beta Signal

The company has a weak net income margin.

Average Net Income Margin (Trailing 3 Years): 0.76%
Subindustry Median (Trailing 3 Years): 3.54%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.2 - Solvency

- 0.03
Beta Signal

The company has a very strong debt-equity ratio.

Average Debt to Equity Ratio (3 Period Exponentially Weighted Average as of January 2023): 0
Subindustry Median (3 Period Exponentially Weighted Average as of January 2023): 0.52
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.02
Beta Signal

The company has a weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 2.13%
Subindustry Median (Trailing 3 Years): 5.25%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.4 - Asset Performance

0.00
Beta Signal

The company has an average return on assets.

Average Return on Assets (Trailing 3 Years): 3.75%
Subindustry Median (Trailing 3 Years): 2.85%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

Appendix



Exposure Details

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

S.1.1 - Freedom of Association Policy

75	4.75%	3.6
Raw Score	Weight	Weighted Score

The company has an adequate policy on freedom of association

Citations

Mitie Ethical Business Practice Policy, released March 2023

S.1.1.1 - Working Hours Policy

75	7.13%	5.3
Raw Score	Weight	Weighted Score

The company has an adequate policy on working hours

Citations

Mitie Employee Handbook, released April 2022

S.1.2 - Discrimination Policy

50	7.13%	3.6
Raw Score	Weight	Weighted Score

The company has an adequate policy

Criteria

- Commitment to ensure equal opportunity
- List of the types of discrimination the company is committed to eliminate
- Reference to the ILO conventions

Citations

Mitie Employee Handbook, released April 2022
 Mitie People Policy, released July 2022

S.1.3 - Diversity Programmes

50	11.88%	5.9
Raw Score	Weight	Weighted Score

The company has an adequate programme

Criteria

- Diversity monitoring or audits
- Employee affinity groups, diversity councils, or networking groups
- Initiatives supporting a diverse workforce
- Initiatives to recruit from diverse talent
- Managerial or board level responsibility for diversity initiatives
- Mentorship programmes
- The company has a programme that applies to less than 50% of operations
- Training and guidance regarding diversity

Citations

Mitie Annual Report and Accounts 2023 (FY2023)
 Mitie Corporate ESG Report 2023 (FY2023)

S.1.3.1 - Gender Pay Equality Programme

25	7.13%	1.8
Raw Score	Weight	Weighted Score

The company has a weak programme

Criteria

- Commitment to gender pay equality
- Global gender pay gap audit or compensation review
- Initiatives to close the gender pay gap
- Monitoring and measurement
- Quantitative targets and deadlines

Citations

Mitie Gender and Ethnicity Report 2022 (FY2022)

S.1.3.2 - Gender Pay Disclosure

50	4.75%	2.4
Raw Score	Weight	Weighted Score

The company has adequate disclosure

Criteria

- Disclosure of ratio of basic salary and remuneration of women to men for specific employment categories (level or function)
- Disclosure of the company's global mean (average) raw gender pay gap
- Disclosure of the company's global median raw gender pay gap

Citations

Mitie Gender and Ethnicity Report 2022 (FY2022)

Appendix



Management Details

S.1.4 - Collective Bargaining Agreements

25	4.75%	1.2
Raw Score	Weight	Weighted Score

Disclosure is insufficient to determine the percentage of the company's employees that are covered by collective bargaining agreements

Citations

Mitie Collective Agreements, released May 2022

S.1.5 - Employee Turnover Rate

0	11.88%	0.0
Raw Score	Weight	Weighted Score

The company's employee turnover rate is high

Citations

Mitie Corporate ESG Report 2023 (FY2023)

S.1.5.2 - Human Capital Development

100	23.75%	23.8
Raw Score	Weight	Weighted Score

The company has a very strong programme

Criteria

- Formal mechanisms to promote an open feedback culture
- Initiatives for talent development
- Initiatives for talent recruitment
- Initiatives for talent retention
- Quantitative targets related to human capital development
- Regular formal performance reviews for all permanent employees aligned with career development
- Reporting on human capital development metrics
- Reporting on human capital risk assessment

Citations

Mitie Annual Report and Accounts 2023 (FY2023)

Mitie Corporate ESG Report 2023 (FY2023)

S.1.6.1 - Employee Training

20	11.88%	2.4
Raw Score	Weight	Weighted Score

The company does not disclose the number of training days that employees receive

Appendix



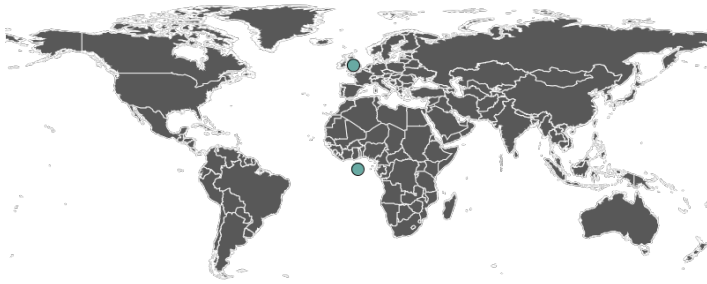
Management Details

Labour Relations Events



Category 1 Event - Low

Incident History



Locations: Dudley, UK, Birmingham, UK, Liverpool, UK, United Kingdom

Tags: Labour Relations, Discrimination & Harassment

Employees go on strike over unpaid bonus

Birmingham Evening Mail - 17 February 2024

Update: UK hospital workers continue protest over lack of COVID-19 bonus

birminghammail.co.uk - 09 February 2024

UK regulator launches investigation into alleged undertrained airport staff

BBC - 11 February 2024

Cleaner workers protest over outsourcing in Liverpool

The National Union of Rail, Maritime and Transport Workers - 15 December 2022

Company faces around 37 discrimination lawsuits in the UK

MSN UK - 21 September 2022

UK regulator finds company failed to pay minimum wage to certain

Gedling Eye - 09 December 2021

UK investigation over failure to pay minimum wages

TodayUKNews.com - 08 December 2021

Company failed to provide sick pay to West Hertfordshire Hospitals

The Independent - 10 March 2021

Appendix

Exposure Details



Emissions, Effluents and Waste

EA.E.14 - Emissions, Effluents and Waste

0.00

Beta Signal

No evidence of relevant controversies

EA.F.1 - Operating Performance

0.02

Beta Signal

The company has a weak net income margin.

Average Net Income Margin (Trailing 3 Years): 0.76%
 Subindustry Median (Trailing 3 Years): 3.54%
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.F.2 - Solvency

- 0.03

Beta Signal

The company has a very strong debt-equity ratio.

Average Debt to Equity Ratio (3 Period Exponentially Weighted Average as of January 2023): 0
 Subindustry Median (3 Period Exponentially Weighted Average as of January 2023): 0.52
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.02

Beta Signal

The company has a weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 2.13%
 Subindustry Median (Trailing 3 Years): 5.25%
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.F.4 - Asset Performance

0.00

Beta Signal

The company has an average return on assets.

Average Return on Assets (Trailing 3 Years): 3.75%
 Subindustry Median (Trailing 3 Years): 2.85%
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.G.1 - Headquarters Location

- 0.02

Beta Signal

The location of the company's headquarters indicates slightly lower exposure to this issue.

United Kingdom: Slightly lower exposure
 Source: Sustainalytics Country Risk Rating, November 2023.

Appendix

Exposure Details

EA.G.2 - Assets Location

- 0.05
Beta Signal

The location of the company's assets indicates slightly lower exposure to this issue.

United Kingdom 98% (Slightly lower exposure)
Other: 2%
Source: Sustainalytics Country Risk Rating, November 2023.
Morningstar, November 2023. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

E.1.1 - Environmental Policy

100	5.00%	5.0
Raw Score	Weight	Weighted Score

The company has a very strong policy

Criteria

- Approved by senior management or the board of directors
- Commitment to consult with stakeholders on environmental issues
- Commitment to create environmental awareness
- Commitment to environmental protection
- Commitment to implement an environmental management system
- Commitment to monitor the company's environmental performance
- Commitment to reduce emissions, releases and waste
- Commitment to report regularly on environmental issues
- Commitment to use natural resources or energy more efficiently

Citations

Mitie Sustainability Policy, released March 2022

E.1.2 - Environmental Management System

100	10.00%	10.0
Raw Score	Weight	Weighted Score

The company has a very strong EMS

Criteria

- Assigned roles and responsibilities
- Compliance with environmental regulation
- Corrective actions to stimulate continual improvement
- Environmental performance records
- Environmental programmes
- External environmental audits
- Identification of products, activities and services that have significant impacts on the environment
- Internal and external communications on environmental management issues
- Internal environmental audits
- Managerial or board level responsibility for environmental issues
- Monitoring and measurement
- Objectives, targets and deadlines
- Training and awareness programmes for employees

Citations

ISO 14001:2015 Certification, valid until 7th May 2023
 Mitie Corporate Website, Environment, Social and Corporate Governance, www.mitie.com; accessed 04 March 2024

E.1.2.6.1 - Solid Waste Management

50	20.00%	10.0
Raw Score	Weight	Weighted Score

The company has an adequate programme

Criteria

- Initiatives to ensure proper disposal of hazardous waste
- Initiatives to recycle solid waste
- Initiatives to reduce solid waste
- Initiatives to reuse solid waste
- Objectives or targets related to solid waste management
- Policy commitment to manage waste responsibly or reduce solid waste
- Reporting on solid waste issues
- Solid waste monitoring and measurement

Citations

Mitie Corporate ESG Report 2023 (FY2023)
 Mitie Sustainability Policy, released March 2022

E.1.2.6.3 - Effluent Management

0	17.50%	0.0
Raw Score	Weight	Weighted Score

Based on available evidence, the company does not have a programme

Criteria

- Incident investigation and corrective action
- Initiatives to reduce, reuse or recycle effluents
- Monitoring and measurement of effluent and effluent management
- Objectives or targets related to effluent management
- Policy commitment to manage or reduce effluents
- Reporting on effluent issues

Appendix



Management Details

E.1.3 - EMS Certification

100	5.00%	5.0
Raw Score	Weight	Weighted Score

90% or more of the company's activities have received external certification

Citations

ISO 14001:2015 Certification, valid until 7th May 2023
 Mitie Corporate Website, Environment, Social and Corporate Governance, www.mitie.com; accessed 04 March 2024

E.1.3.1 - Emergency Response Programme

75	10.00%	7.5
Raw Score	Weight	Weighted Score

The company has a strong programme

Criteria

- Company-wide guidelines on how to prepare for and respond to emergencies
- Emergency training for employees or communities, including regular testing of the emergency response plans
- Identification of potential risks requiring emergency response
- Managerial responsibility for emergency preparedness, response and investigation
- Mechanisms for stakeholders to report emergencies
- Policy commitment to prepare for and respond to emergencies
- Protocols for communicating with external stakeholders
- Regional, site or unit level emergency response teams in place

Citations

ISO 14001:2015 Certification, valid until 7th May 2023
 Mitie Corporate Website, Environment, Social and Corporate Governance, www.mitie.com; accessed 04 March 2024

E.1.3.2 - Hazardous Waste Management

0	12.50%	0.0
Raw Score	Weight	Weighted Score

Based on available evidence, the company does not have a programme

Criteria

- Commitment to reduce hazardous waste
- Initiatives to reduce hazardous waste
- Monitoring and measurement
- Targets and deadlines

E.1.3.3 - Non-GHG Air Emissions Programmes

25	20.00%	5.0
Raw Score	Weight	Weighted Score

The company has a weak programme

Criteria

- Commitment to reduce non-GHG air emissions
- Deadlines to reduce non-GHG air emissions
- Identification of relevant non-GHG air emissions
- Initiatives to reduce non-GHG air emissions
- Non-GHG air emission monitoring
- Targets to reduce non-GHG air emissions

Citations

Mitie Sustainability Policy, released March 2022

Appendix

Exposure Details



Bribery and Corruption

EA.E.6 - Bribery and Corruption

0.00
Beta Signal

No evidence of relevant controversies

EA.E.23 - Lobbying and Public Policy

0.00
Beta Signal

No evidence of relevant controversies

EA.F.1 - Operating Performance

0.02
Beta Signal

The company has a weak net income margin.

Average Net Income Margin (Trailing 3 Years): 0.76%
Subindustry Median (Trailing 3 Years): 3.54%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.2 - Solvency

- 0.03
Beta Signal

The company has a very strong debt-equity ratio.

Average Debt to Equity Ratio (3 Period Exponentially Weighted Average as of January 2023): 0
Subindustry Median (3 Period Exponentially Weighted Average as of January 2023): 0.52
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.02
Beta Signal

The company has a weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 2.13%
Subindustry Median (Trailing 3 Years): 5.25%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.4 - Asset Performance

0.00
Beta Signal

The company has an average return on assets.

Average Return on Assets (Trailing 3 Years): 3.75%
Subindustry Median (Trailing 3 Years): 2.85%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

Appendix

 **Exposure Details**

EA.G.4 - Regional Corruption

- 0.10
Beta Signal

The location of the company's operations indicates moderately lower exposure to this issue.

Country | Percentage of revenues | Corruption level
 United Kingdom: 93% (Low Corruption)
 Other: 3%
 Source: World Bank Worldwide Governance Indicators, November 2023, <https://databank.worldbank.org/>
 Morningstar, November 2023. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

G.1.1 - Bribery & Corruption Policy

100	20.00%	20.0
Raw Score	Weight	Weighted Score

The company has a very strong policy

Criteria

- Definition and prohibition of facilitation payments
- Definition of bribery or corruption
- Definition of conflicts of interest and commitment to minimize these
- Guidelines of what is considered acceptable behaviour
- Prohibition of bribery
- There is no evidence of a formal policy but the company has a general statement addressing the issue

Citations

Mitie Employee Handbook, released April 2022
 Mitie Ethical Business Practice Policy, released March 2023
 On Thursday, March 21, 2024, Sustainalytics sent MITIE Group Plc the Sustainalytics ESG Feedback Report
 The company provided feedback on 28 March 2024

G.1.1.1 - Bribery & Corruption Programmes

25	25.00%	6.3
Raw Score	Weight	Weighted Score

The company has a weak programme

Criteria

- Annual signoff of the policy on bribery and corruption by employees
- Internal monitoring system to detect corruption
- Managerial responsibility for bribery and corruption
- Mechanisms for employees to consult on ethical issues
- Operating guidelines addressing record keeping, approval procedures and appropriate behaviour
- Regular bribery and corruption risk assessments
- Regular training on bribery and corruption

Citations

Mitie Ethical Business Practice Policy, released March 2023

G.1.2 - Whistleblower Programmes

75	25.00%	18.8
Raw Score	Weight	Weighted Score

The company has a strong programme

Criteria

- An independent, reporting hotline available 24/7
- Available in local languages
- Available to suppliers, customers and other third parties
- Disclosure on the number of reports received, the types of misconduct and measures taken
- Non-retaliation policy
- Possibility for anonymous reporting and reports are treated confidentially
- Proactively communicated to employees
- Structures in place to process whistleblower reports

Citations

Mitie Annual Report and Accounts 2023 (FY2023)
 Mitie Corporate ESG Report 2023 (FY2023)
 Mitie Employee Handbook, released April 2022
 NAVEX Global, Inc., www.secure.ethicspoint.com; accessed 04 March 2024

G.3.1 - Political Involvement Policy

75	12.50%	9.4
Raw Score	Weight	Weighted Score

The company has an adequate policy

Criteria

- Approved by senior management
- Commits the company to disclose political donations and/or lobbying expenditures
- Partially prohibits political involvement
- Prohibits political involvement of any kind on the company's behalf

Citations

Mitie Employee Handbook, released April 2022

Appendix



Management Details

G.3.2 - Lobbying and Political Expenses

Raw Score	Weight	Weighted Score
100	17.50%	17.5

Based on available evidence, the company does not make political contributions and is not involved in lobbying activities

Citations

The Electoral Commission, www.electoralcommission.org.uk; accessed 04 March 2024

LobbyFacts, www.lobbyfacts.eu; accessed 04 March 2024

Mitie Annual Report and Accounts 2023 (FY2023)

OpenSecrets, www.opensecrets.org; accessed 04 March 2024

Appendix

Exposure Details

Data Privacy and Security

EA.E.27 - Data Privacy and Security

0.00
Beta Signal

No evidence of relevant controversies

EA.F.1 - Operating Performance

0.02
Beta Signal

The company has a weak net income margin.

Average Net Income Margin (Trailing 3 Years): 0.76%
Subindustry Median (Trailing 3 Years): 3.54%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.2 - Solvency

- 0.03
Beta Signal

The company has a very strong debt-equity ratio.

Average Debt to Equity Ratio (3 Period Exponentially Weighted Average as of January 2023): 0
Subindustry Median (3 Period Exponentially Weighted Average as of January 2023): 0.52
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.02
Beta Signal

The company has a weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 2.13%
Subindustry Median (Trailing 3 Years): 5.25%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.F.4 - Asset Performance

0.00
Beta Signal

The company has an average return on assets.

Average Return on Assets (Trailing 3 Years): 3.75%
Subindustry Median (Trailing 3 Years): 2.85%
Source: Morningstar, January 2023. All Rights Reserved.,
Pitchbook, January 2023. All Rights Reserved.

EA.G.1 - Headquarters Location

- 0.02
Beta Signal

The location of the company's headquarters indicates slightly lower exposure to this issue.

United Kingdom: Slightly lower exposure
Source: Sustainalytics Country Risk Rating, November 2023.

Appendix



Exposure Details

EA.G.3 - Sales Location

0.05
Beta Signal

The location of the company's sales indicates slightly higher exposure to this issue.

United Kingdom 93% (Slightly higher exposure)
Other: 7%
Source: Sustainalytics Country Risk Rating, November 2023.
Morningstar, November 2023. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

S.3.1.3 - Data Privacy & Security Policy

25	15.00%	3.8
Raw Score	Weight	Weighted Score

The company has a weak policy or a general statement addressing the issue

Criteria

- Clear terms involving the collection, use, sharing and retention of user data including data transferred to third parties
- Commitment to collect and process user data that is limited to the stated purpose
- Commitment to implement leading data protection standards
- Commitment to notify data subjects in a timely manner in case of policy changes or data breach
- Commitment to obtain user data through lawful and transparent means, with explicit consent of the data subject where required
- Commitment to require third parties with whom the data is shared to comply with the company's policy
- The company has a formal policy but it applies to less than 50% of the operations
- There is a statement addressing the issue but it does not qualify as a policy as per Sustainalytics guidelines

Citations

Mitie Privacy Notice, available online at www.mitie.com; released March 2023

S.3.1.3.1 - Data Privacy Programme

100	42.50%	42.5
Raw Score	Weight	Weighted Score

The company has a very strong programme

Criteria

- Clear and accessible mechanisms for data subjects to raise concerns about data privacy
- Data subjects can access their accounts to erase, rectify, complete or amend personal information
- Governance structures in place for privacy management
- Regular employee training on data privacy management
- Regular privacy risk assessments or audits on the company's technologies and practices affecting user data

Citations

Mitie Annual Report and Accounts 2023 (FY2023)
 Mitie Privacy Notice, available online at www.mitie.com; released March 2023
 The company provided feedback on 03 November 2021

S.3.1.3.3 - Cybersecurity Programme

100	42.50%	42.5
Raw Score	Weight	Weighted Score

The company has a very strong programme

Criteria

- Governance structures in place for cybersecurity management
- Management system certified to ISO 27001 standards
- Operational measures to monitor and respond to data breaches and cyberattacks
- Regular employee training on cybersecurity issues
- Regular external security audits or vulnerability assessments of the company's systems, products and practices affecting user data
- Regular internal security audits or vulnerability assessments or penetration testing of the company's systems, products and practices affecting user data

Citations

Mitie Annual Report and Accounts 2023 (FY2023)

Appendix

Exposure Details



Occupational Health and Safety

EA.E.20 - Occupational Health and Safety

0.00

Beta Signal

No evidence of relevant controversies

EA.F.1 - Operating Performance

0.02

Beta Signal

The company has a weak net income margin.

Average Net Income Margin (Trailing 3 Years): 0.76%
 Subindustry Median (Trailing 3 Years): 3.54%
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.F.2 - Solvency

- 0.03

Beta Signal

The company has a very strong debt-equity ratio.

Average Debt to Equity Ratio (3 Period Exponentially Weighted Average as of January 2023): 0
 Subindustry Median (3 Period Exponentially Weighted Average as of January 2023): 0.52
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.02

Beta Signal

The company has a weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 2.13%
 Subindustry Median (Trailing 3 Years): 5.25%
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.F.4 - Asset Performance

0.00

Beta Signal

The company has an average return on assets.

Average Return on Assets (Trailing 3 Years): 3.75%
 Subindustry Median (Trailing 3 Years): 2.85%
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.G.1 - Headquarters Location

- 0.02

Beta Signal

The location of the company's headquarters indicates slightly lower exposure to this issue.

United Kingdom: Slightly lower exposure
 Source: Sustainalytics Country Risk Rating, November 2023.

Appendix



Exposure Details

EA.G.2 - Assets Location

- 0.05
Beta Signal

The location of the company's assets indicates slightly lower exposure to this issue.

United Kingdom 98% (Slightly lower exposure)
Other: 2%
Source: Sustainalytics Country Risk Rating, November 2023.
Morningstar, November 2023. All Rights Reserved.

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.05
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

S.1.6.2.1 - Health and Safety Management System

100	32.50%	32.5
Raw Score	Weight	Weighted Score

The company has a very strong management system

Criteria

- Emergency preparedness procedures
- Formal health and safety policy commitment
- Internal or external health and safety audits conducted at least every three years
- Managerial responsibility for health and safety issues
- Operating guidelines or procedures that are relevant for the industry
- Performance monitoring and measurement
- Procedures for hazard identification and risk assessment
- Regular health and safety training programmes for employees
- Reporting on health and safety programmes and performance
- Targets to reduce health and safety incidents

Citations

Mitie Annual Report and Accounts 2023 (FY2023)

S.1.6.4 - Health & Safety Certifications

100	20.00%	20.0
Raw Score	Weight	Weighted Score

90% or more of the company's facilities have received external certification

Citations

ISO 45001 Certification, valid until 07 August 2023
Mitie Annual Report and Accounts 2023 (FY2023)

S.1.6.5 - LTIR Trend

100	37.50%	37.5
Raw Score	Weight	Weighted Score

The company's lost-time incident rate has declined

Citations

Mitie Corporate ESG Report 2023 (FY2023)

S.1.6.6 - Employee Fatality Rate

20	10.00%	2.0
Raw Score	Weight	Weighted Score

Disclosure on fatalities is insufficient to determine the company's performance

Appendix

Exposure Details



Carbon - Own Operations

EA.E.15 - Energy Use and GHG Emissions

0.00

Beta Signal

No evidence of relevant controversies

EA.F.1 - Operating Performance

0.02

Beta Signal

The company has a weak net income margin.

Average Net Income Margin (Trailing 3 Years): 0.76%
 Subindustry Median (Trailing 3 Years): 3.54%
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.F.2 - Solvency

- 0.03

Beta Signal

The company has a very strong debt-equity ratio.

Average Debt to Equity Ratio (3 Period Exponentially Weighted Average as of January 2023): 0
 Subindustry Median (3 Period Exponentially Weighted Average as of January 2023): 0.52
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.F.3 - Financial Flexibility

0.02

Beta Signal

The company has a weak cash flow ratio.

Average Free Cash Flow Ratio (Trailing 3 Years): 2.13%
 Subindustry Median (Trailing 3 Years): 5.25%
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.F.4 - Asset Performance

0.00

Beta Signal

The company has an average return on assets.

Average Return on Assets (Trailing 3 Years): 3.75%
 Subindustry Median (Trailing 3 Years): 2.85%
 Source: Morningstar, January 2023. All Rights Reserved.,
 Pitchbook, January 2023. All Rights Reserved.

EA.P.1 - Carbon Emissions

- 0.10

Beta Signal

The company's carbon emissions intensity is well below the industry median

MITIE Group Plc Annual Report 2021

Appendix



Exposure Details

EA.S.1 - Qualitative Overlay

0.00
Beta Signal

Answer category for neutral beta signal adjustment

EA.S.2 - Subindustry Correction Factor

0.00
Beta Signal

EA.S.3 - Exceptional Event Adjustment

0.00
Beta Signal

Appendix



Management Details

E.1.1 - Environmental Policy

100	5.00%	5.0
Raw Score	Weight	Weighted Score

The company has a very strong policy

Criteria

- Approved by senior management or the board of directors
- Commitment to consult with stakeholders on environmental issues
- Commitment to create environmental awareness
- Commitment to environmental protection
- Commitment to implement an environmental management system
- Commitment to monitor the company's environmental performance
- Commitment to reduce emissions, releases and waste
- Commitment to report regularly on environmental issues
- Commitment to use natural resources or energy more efficiently

Citations

Mitie Sustainability Policy, released March 2022

E.1.2 - Environmental Management System

100	10.00%	10.0
Raw Score	Weight	Weighted Score

The company has a very strong EMS

Criteria

- Assigned roles and responsibilities
- Compliance with environmental regulation
- Corrective actions to stimulate continual improvement
- Environmental performance records
- Environmental programmes
- External environmental audits
- Identification of products, activities and services that have significant impacts on the environment
- Internal and external communications on environmental management issues
- Internal environmental audits
- Managerial or board level responsibility for environmental issues
- Monitoring and measurement
- Objectives, targets and deadlines
- Training and awareness programmes for employees

Citations

ISO 14001:2015 Certification, valid until 7th May 2023

Mitie Corporate Website, Environment, Social and Corporate Governance, www.mitie.com; accessed 04 March 2024

E.1.3 - EMS Certification

100	2.50%	2.5
Raw Score	Weight	Weighted Score

90% or more of the company's activities have received external certification

Citations

ISO 14001:2015 Certification, valid until 7th May 2023

Mitie Corporate Website, Environment, Social and Corporate Governance, www.mitie.com; accessed 04 March 2024

E.1.6 - Scope of GHG Reporting

100	5.00%	5.0
Raw Score	Weight	Weighted Score

The company discloses emissions data in full

Criteria

- Based on available evidence, the company does not disclose any GHG emissions
- The company discloses scope 1 emissions
- The company discloses scope 2 emissions
- The company discloses scope 3 emissions as a total
- The company discloses scope 3 emissions with category split
- The company only discloses total emissions, without disclosing by emission scope

Citations

Mitie Corporate ESG Report 2023 (FY2023)

Appendix



Management Details

E.1.6.1 - GHG Risk Management

50	5.00%	2.5
Raw Score	Weight	Weighted Score

The company has an adequate risk management programme

Criteria

- Board level responsibility for climate-related transition risk
- Climate-related responsibilities to management level positions or committees
- Description of the impact of climate change related transition risks including downside risks and opportunities on business strategy and financial planning
- Description of the resilience of the strategy, taking into account different climate scenarios -qualitatively relating to previously disclosed transition risks and opportunities
- Description of the resilience of the strategy, taking into account different climate scenarios -utilising quantitative scenario analysis -relating to previously disclosed transition risks and opportunities
- Management embeds and integrates transition risk into wider business processes and procedures
- Organisational responsibility for climate-related transition risk
- Prioritisation of adaptation and mitigation plans and measures associated with transition risks, with integration into business and financial planning including Capex spent and/or R
- Recognition and description of climate change related transition risks including downside risks and opportunities identified by the organisation over the short, medium and long term
- There is no reporting available yet, but the company does have a commitment to report on any of the above over the next three years

Citations

Mitie Annual Report and Accounts 2023 (FY2023)

E.1.7.0 - GHG Reduction Programme

100	20.00%	20.0
Raw Score	Weight	Weighted Score

The company has a very strong programme

Criteria

- Adoption of key mitigation technologies
- Demonstration of how initiatives put in place close the emissions gap between current performance and the targeted emissions reduction
- Emissions reduction coverage
- GHG emissions monitoring and measurement
- GHG reduction target
- Initiatives are linked to wider TCFD reporting
- Initiatives in place to reduce emissions
- Interim targets
- Net Zero and Science Alignment
- Regular GHG audits or verification

Citations

Mitie Corporate ESG Report 2023 (FY2023)

E.1.7.1 - Green Logistics Programmes

100	7.50%	7.5
Raw Score	Weight	Weighted Score

The company has a strong and detailed programme to improve the environmental performance of its logistics and its fleet management

Citations

Mitie Annual Report and Accounts 2023 (FY2023)

E.1.8 - Renewable Energy Programmes

50	5.00%	2.5
Raw Score	Weight	Weighted Score

The company has an adequate programme but utilises renewable energy

Criteria

- The company has a formal programme which covers less than 50% of operations
- The company has a formal programme which covers more than 50% of operations
- The company has a target with a deadline to increase renewable energy use
- There are a clear set of initiatives in place to aid in the use of renewable energy
- The use of renewable energy is solely via the use of corporate or other direct wire PPAs, green tariff energy, and renewable integrated grid
- The use of renewable energy is solely via the use of decentralized or embedded site renewables, or offsite company-funded renewable energy projects
- The use of renewable energy is solely via the use of Virtual Power Purchase Agreements (VPPAs) and other market instruments of this type (for example RECs/ROCs), or other mechanisms which facilitate wider use of renewable energy, but are not direct wire nor offsetting mechanisms
- The use of renewable energy is via a combination of the above

Citations

Mitie Corporate ESG Report 2023 (FY2023)

Appendix



Management Details

E.1.9 - Carbon Intensity

100	15.00%	15.0
Raw Score	Weight	Weighted Score

The company's carbon emissions intensity is well below the industry median

MITIE Group Plc Annual Report 2021

	2021
Carbon Intensity (t/million USD)	5.4
Industry Median	19.2

E.1.10 - Carbon Intensity Trend

100	15.00%	15.0
Raw Score	Weight	Weighted Score

The company's carbon intensity trend shows a decline of 25% or more over the last 3 years

MITIE Group Plc Annual Report 2021

	2021
Carbon Intensity Trend (%)	-47

E.1.11 - Renewable Energy Use

100	10.00%	10.0
Raw Score	Weight	Weighted Score

More than 50% of the company's primary energy use comes from renewable energy sources

Citations

Mitie Corporate Website, Environment, Social and Corporate Governance, www.mitie.com; accessed 04 March 2024

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

GLOSSARY OF TERMS

Attribute Date

Publication Date when there is any change to the ESG Risk Score, ESG Risk Category, Sub-Industry or Framework.

Beta (Beta, β)

A factor that assesses the degree to which a company's exposure deviates from its **subindustry's** exposure on a **material ESG issue**. It is used to derive a company-specific issue exposure score for a material ESG issue. It ranges from 0 to 10, with 0 indicating no exposure, 1 indicating the subindustry average, and 10 indicating exposure that is ten times the subindustry average.

Change in Value

Delta between current and previous ESG Risk Scores.

Change Trigger






Explains what triggered a company's score to change (e.g., methodology, event, annual update, partial update).

Corporate Governance Pillar

A pillar provides a signal about a company's management of a specific Corporate Governance issue.

ESG Risk Category

Companies' **ESG Risk Rating scores** are assigned to five ESG risk categories in the **ESG Risk Rating**:

	Negligible risk: enterprise value is considered to have a negligible risk of material financial impacts driven by ESG factors
	Low risk: enterprise value is considered to have a low risk of material financial impacts driven by ESG factors
	Medium risk: enterprise value is considered to have a medium risk of material financial impacts driven by ESG factors
	High risk: enterprise value is considered to have a high risk of material financial impacts driven by ESG factors
	Severe risk: enterprise value is considered to have a severe risk of material financial impacts driven by ESG factors

Note that because ESG risks materialize at an unknown time in the future and depend on a variety of unpredictable conditions, no predictions on financial or share price impacts, or on the time horizon of such impacts, are intended or implied by these risk categories.

ESG Risk Rating Score (Unmanaged Risk Score)

The company's final score in the **ESG Risk Rating**; it applies the concept of **risk decomposition** to derive the level of **unmanaged risk** for a company.

Event Category

Sustainalytics categorizes events that have resulted in negative ESG impacts into five event categories: Category 1 (low impact); Category 2 (moderate impact); Category 3 (significant impact); Category 4 (high impact); and Category 5 (severe impact).

Event Indicator

An indicator that provides a signal about a potential failure of management through involvement in controversies.

Event Update

An internal process where an update of an event assessment for a company is performed; the event update is typically done when news about the involvement of a company in a controversy is reaching a certain threshold that requires either an initial event assessment or an update of an existing event assessment.

Excess Exposure

The difference between the company's **exposure** and its **subindustry** exposure.

Exposure

A company or **subindustry's** sensitivity or vulnerability to ESG risks.

Full Update

An internal process where a full assessment of a company is performed; the full update is typically done on an annual basis for ESG Risk Ratings.

Idiosyncratic Issue

An issue that was not deemed material at the **subindustry** level during the **consultation process** but becomes a **material ESG issue** for a company based on the occurrence of a Category 4 or 5 event.

Manageable Risk

Material ESG risk that can be influenced and managed through suitable policies, programmes and initiatives.

Managed Risk

Material ESG Risk that has been managed by a company through suitable policies, programmes and initiatives.

Management

A company's handling of ESG risks.

Management Gap

Refers to the difference between what a company has managed and what a company could possibly manage. It indicates how far the company's performance is from best practice.

Management Indicator

An indicator that provides a signal about a company's management of an ESG issue through policies, programmes or quantitative performance.

Material ESG Issue

A core building block of the **ESG Risk Rating**. An ESG issue is considered to be material within the rating if it is likely to have a significant effect on the enterprise value of a typical company within a given **subindustry**.

Methodology Update

An internal process where the methodological architecture of a product is changed leading to changes in the rating/assessment of a company; methodological updates typically occur once within 3-5 years and are rolled out for all companies at once.

Partial Update

An internal process where data points that feed a rating/assessment of a company are updated outside of the full update process and limited in scope; the partial update is typically restricted to a limited number of data points and occurring periodically.

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

GLOSSARY OF TERMS

Subindustry

Subindustries are defined as part of Sustainalytics' own classification system.

Unmanageable Risk

Material ESG Risk inherent from the intrinsic nature of the products or services of a company and/or the nature of a company's business, which cannot be managed by the company if the company continues to offer the same type of products or services and remains in the same line of business.

Unmanaged Risk

Material ESG risk that has not been managed by a company, and includes two types of risk: **unmanageable risk**, as well as risks that could be managed by a company through suitable initiatives, but which may not yet be managed (**management gap**).

Value after Change

Current ESG Risk Score, ESG Risk Category, Sub-Industry or Framework.

Value before Change

Previous ESG Risk Score, ESG Risk Category, Sub-Industry or Framework.

MITIE Group Plc

Business Support Services United Kingdom LON:MTO

DISCLAIMER

Copyright ©2023 Sustainalytics, a Morningstar company. All rights reserved.

The information, methodologies, data and opinions contained or reflected herein are proprietary of Sustainalytics and/or content providers, intended for internal, non-commercial use and may not be copied, distributed or used in any other way, including via citation, unless otherwise explicitly agreed in writing. They are not directed to, or intended for distribution to or use by India-based clients or users and their distribution to Indian resident individuals or entities is not permitted.

They are provided for informational purposes only and (1) do not constitute an endorsement of any product, project, investment strategy or consideration of any particular environmental, social or governance related issues as part of any investment strategy; (2) do not constitute investment advice, nor represent an expert opinion or negative assurance letter; (3) are not part of any offering and do not constitute an offer or indication to buy or sell securities, to select a project or make any kind of business transactions; (4) are not an assessment of the issuer's economic performance, financial obligations nor of its creditworthiness; (5) are not a substitute for professional advice; (6) past performance is no guarantee of future results; (7) have not been submitted to, nor received approval from, any relevant regulatory bodies.

These are based on information made available by third parties, subject to continuous change and therefore are not warranted as to their merchantability, completeness, accuracy, up-to-datedness or fitness for a particular purpose. The information and data are provided "as is" and reflects Sustainalytics' opinion at the date of its elaboration and publication.

Neither Sustainalytics/Morningstar nor their content providers accept any liability from the use of the information, data or opinions contained herein or for actions of third parties in respect to this information, in any manner whatsoever, except where explicitly required by law.

Any reference to content providers' names is for appropriate acknowledgement of their ownership and does not constitute a sponsorship or endorsement by such owner. A list of our content providers and their respective terms of use is available on our website. For more information visit <http://www.sustainalytics.com/legal-disclaimers>.

Sustainalytics may receive compensation for its ratings, opinions and other deliverables, from, among others, issuers, insurers, guarantors and/or underwriters of debt securities, or investors, via different business units. Sustainalytics believes it has put in place appropriate measures designed to safeguard the objectivity and independence of its opinions. For more information visit [Governance Documents](#) or contact compliance@sustainalytics.com.