Cabinet Office

mitie

PLAN ZERO

Carbon Reduction Plan PPN 006

Supplier name: Mitie PFI Ltd

Publication date: 01/07/26

CARBON REDUCTION PLAN

Commitment to achieving Net Zero

Mitie PFI Ltd is committed to achieving Net Zero Carbon emissions by 2025 (Scope 1 and 2) and 2035 (Scope 3).

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: April 1st, 2021, to March 31st 2022	
Additional Details relating to the Baseline Emissions calculations.	
FY21/22 is the new baseline year for future carbon reporting. The Carbon Emissions detailed within this Carbon Reduction Plan are calculated in accordance with the GHG Corporate Accounting & Reporting Standard and the GHG Protocol Scope 3 Technical Guidance. The operational boundary has been set using the Financial Control Approach. This is restricted to the UK where we have full financial control over our operations. All greenhouse gas emissions are reported in tonnes of carbon dioxide equivalent (tCO_2e) to account for all seven of the Kyoto Protocol GHG's. The new baseline now incorporates all of our Scope 3 emissions which has added significant amounts of supply chain and commuting emissions to our carbon inventory.	
Baseline year emissions: April 1st, 2021, to March 31st 2022	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**698**
Scope 2	**31** **(market based)**
Scope 3 **(Included Sources)**	**9,850** (Waste, water, business travel data (rail / air / hotel), upstream transportation, employee commuting, working from home, emissions from EV charging and supply chain) The scope 3 category '9. Downstream transportation and distribution' has been excluded from this carbon emission figure as it does not apply to our organisation. Mitie does not deliver any goods or services via a third party and all transport emissions relating to our delivered service by our own transport are captured in our Scope 1 and 2 reported emissions.
Total Emissions	**10,579**

Current Emissions Reporting

Reporting Year: April 1st 2025, to March 31st 2026	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**195**
Scope 2	**0** **(market based – All purchased electricity mitigated by RE100 REGO certificates)**
Scope 3 **(Included Sources)**	**5,693** The scope 3 category '9. Downstream transportation and distribution' has been reported as zero as it does not apply to our organisation. Mitie does not deliver any goods or services via a third party and all transport emissions relating to our delivered service by our own transport are captured in our Scope 1 and 2 reported emissions.
Total Emissions	**5,887**

	Scope 3 category	FY26
Cat 1	Purchased goods & Services	4,200.12
Cat 2	Capital Goods	0.00
Cat 3	Fuel and Energy related activities	97.83
Cat 4	Upstream Transport & Distribution	105.71
Cat 5	Waste generated in operations	0.13
Cat 6	Business Travel	60.28
Cat 7	Employee Commuting	1,228.66
Cat 8	Upstream Leased Assets	0.00
Cat 9	Downstream Transportation & Distribution	0.00
Cat 10	Processing of Sold Products	0.00
Cat 11	Use of Sold Products	0.00
Cat 12	End of life Treatment of Sold Products	0.00
Cat 13	Downstream Leased Assets	0.00
Cat 14	Franchises	0.00
Cat 15	Investments	0.00

Emissions reduction targets

To continue our progress for achieving Net Zero Carbon Emissions prior to the Government's target of 2050, we have adopted the following carbon reduction targets.

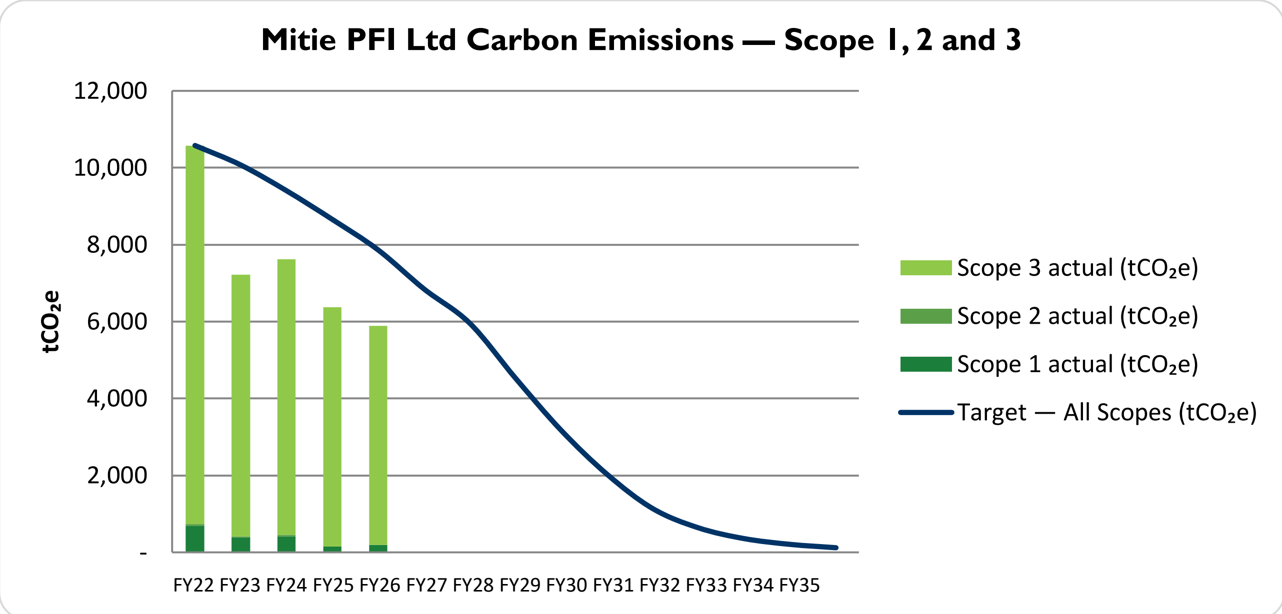
- Committed to a Net Zero Carbon Target by 2025 (Scope 1 and 2)
- Committed to a Net Zero Carbon Target by 2035 (Scope 3)
- Obtained validated science-based target for near-term, long-term, and net zero (April 2023)

Strategy

1. Eliminating all Scope 1 emissions (Fossil fuels) from our operations by 2025
2. Drive down energy consumption and adopt natural renewable sources for Scope 2 emissions (complete)
3. Measure, report & influence Scope 3 emissions throughout the value chain to align with Points 1 & 2 above.

We project that carbon emissions will decrease over the next five years to 2,029 tCO_2e (all three scopes) by 2031. This is a reduction of 81% based on the 2021/22 baseline year emissions.

Carbon Reduction: Projected vs Actual



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2021/22 baseline. The carbon emission reduction achieved by these schemes equate to 4,692 tCO_2e, a 44.3% reduction against the 2021/22 baseline and the measures will be in effect when performing the contract.

We continue to see an increase in electricity emissions for our EV fleet as we transition to an all-electric fleet. Mitie Group PLC increased the number of EVs in service and had 6,406 EVs in operation (76% of the fleet) on 31 March 2026. This initiative has reduced our Scope 1 emissions from fossil fuels with Mitie Security Ltd operating 148 EVs.

Clean sources of energy

Mitie purchases 100% of power backed by Renewable Energy Guarantee of Origin (REGO), for Mitie-controlled offices, achieving RE100, the Climate Group's initiative 25 years early. Mitie has the largest pure electric vehicle (EV) fleet in the UK, and this transition to a zero-emissions fleet aligns to our signatory to EV100, The Climate Group's initiative to commit organisations to transitioning to an EV fleet by 2030. As we transition our fleet to EVs, the consumption of electricity is increasing, and our Scope 2 EV charging consumption has been mitigated using REGO certificates since FY25. Together with our TMC Platform, we have enabled direct payment for EV charging at home.

Energy efficiency

Mitie operate an ISO50001 Energy Management System with a scope covering our seven hub offices and our entire fleet. Our built estate has been benchmarked and audited by our in-house team of certified Energy Managers. All energy optimisation measures have been implemented. Mitie are transitioning to low-carbon alternatives to improve our energy consumption and decarbonise our heating systems. The estate is now undergoing larger CapEx projects, including installing LED lighting systems and boiler replacement programmes.

- Our largest carbon emissions relate to our vehicle fleet and Mitie are committed to transitioning 86% with zero carbon emission electric vehicles by the end of 2031, where technology allows.

- Over 4,400 electric vehicle charge points have been installed across both the Mitie estate, employee homes and client sites, supporting transitions to an electric vehicle fleet.

- We have doubled our energy productivity through The Climate Group's EP100 initiative and are one of only 17 organisations globally to hold all three accreditations (RE100, EV100 and EP100).

- We have 28 buildings (33%) that are fully decarbonised in our built estate (no fossil fuelled heating system and renewable energy). A further 3 buildings have been identified for LED lighting replacements in FY27.

- All new corporate buildings that Mitie occupy will be BREEAM excellent and we are undergoing a consolidation of our built estate to dispose of older inefficient buildings.

- Mitie has increased recycling rates, and all other waste is diverted from landfill to produce energy. This includes our 'bin the bag' scheme that removes over 600kg of plastic.

- Training and awareness programmes are being deployed to demystify carbon reduction throughout the organisation, supply chain and customer base.

- We actively promote flexible and remote working (via Teams) where possible to reduce travel and accommodation requirements. We have updated our travel policy to require colleagues living within a reasonable commuting distance of their destination to travel from home rather than stay overnight, directly reducing carbon emissions associated with hotel stays.

- We are working with our suppliers to assist and influence carbon reduction throughout the value chain and work with them to set their own science-based target.

Pace of change in reducing emissions

On a growth adjusted basis, Mitie has an effectively Net Zero position for Scope 1 and 2 emissions in practical and market-based reported terms, achieved through a combination of real operational reduction, renewable electricity procurement and targeted mitigation of residual emissions. However, this does not yet meet the stricter Science Based Targets initiative (SBTi) definition of Net Zero, which requires residual emissions to be reduced to ≤10% of the baseline, and further reduction is therefore required.

We are market leading in our ability to combine Energy and Sustainability services via an integrated Plan Zero offering for all utilities' management via our self-delivery model. Our strategy is to continue to invest in utilities and carbon efficiencies solutions with a target of significantly growing the business from where it is today.

Our unique position of attaining an in-house Sustainability Consultancy allows Mitie to become a leader in carbon reduction, accelerating not only our journey to net-zero, but our clients too. Mitie Plan Zero - ™Decarbonisation, Delivered™ (PZDD) is our campaign to support our customers, suppliers, and the wider industry to set stretching net-zero targets and achieve them, through offering our holistic end-to-end decarbonisation services. From renewable energy generation and smart building technologies to clean transport infrastructure and energy storage solutions, we design and deliver the physical interventions that turn decarbonisation commitments into measurable reductions, helping our clients navigate the full journey from initial assessment and target-setting through to implementation and long-term performance management.

More information can be found at -
https://www.mitie.com/esg/ and https://www.planzerocarbon.com

In the future we will implement further measures such as:

- Continuing our fleet transition to electric vehicles.
- Replace gas fired boilers across our estate to reduce our Scope 1 carbon emissions.
- Work with our Landlords to influence them to procure 'green' low carbon energy on our behalf.
- Remove all single use items from our operations and therefore reduce our waste and associated carbon emissions.
- Reduce our water consumption by 5% year on year.
- Improve our commuting emissions through awareness programmes and targeted interventions.
- Improve our measurement, reporting and influence of our supply chain emissions, though our operation of a validated science-based target.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

Our full carbon emissions across all relevant categories have been externally verified by Achillies

- Reasonable assurance for Scope 1 and 2
- Limited assurance for Scope 3

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of the Supplier:

Peter Dickinson - Chief Legal Officer for Mitie Group

Date: 01 July 2026

[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard