Environmental policy statement

Purpose and Scope

Mitie Group is committed to transparent, assured climate-related reporting, including alignment with TCFD, ISSB, CSRD and external verification of our greenhouse gas emissions. We recognise that in our day-to-day operations we inevitably impact the environment in several ways and are committed to reducing that impact through continual improvement in our environmental and sustainability performance. This is achieved through our Integrated Management System that meets the requirements of BS EN ISO 14001:2015 and BS EN ISO 50001:2018 as well as all the environmental aspects and impacts specific to our service delivery and ensures our business procedures and processes are carefully monitored, measured, and controlled to promote a continual improvement in our energy and environmental performance.

Plan Zero Commitments

Mitie has committed to reaching net zero carbon by 2035 for all scopes. To achieve this, we have developed our Plan Zero Initiative, aligned to the United Nations Sustainable Development Goals (UNSDGs), outlining the following programmes.

Climate Change Mitigation and Adaptation

Mitie is committed to mitigating climate change by reducing greenhouse gas emissions across our operations, in line with our Plan Zero commitments to achieve Net Zero Scope 1 and 2 emissions by 2025 and Net Zero Scope 3 by 2035. We will minimise our environmental impact through energy efficiency, renewable electricity, low-carbon technologies, electrification of fleet, sustainable procurement and circular resource management.

Mitie is equally committed to climate change adaptation. Through our ISO 14001 environmental risk assessment process, we identify and manage climate-related physical risks such as heat stress, flooding, and severe weather impacts. We strengthen resilience across our estate by implementing mitigation controls, improving biodiversity, reducing water stress, enhancing operational readiness and ensuring business continuity in a changing climate.

Infrastructure

- Decarbonise our heating systems.
- Use smart building technology to maximise energy efficiency.
- Invest in the deployment of environmental actions throughout company operations.
- Conduct environmental risk assessments across all operational sites.
- Enhance operational resilience through climate adaptation measures.

Resources

- Eliminate single-use materials and adopt circular economy resource solutions.
- Use natural non-toxic, eco-friendly, or bio-based cleaning products.
- Improve biodiversity throughout our built portfolio.
- Eliminate waste from landfills through internal sorting of waste and improvement of recycling rates.
- Implement refurbishing and internal re-use of office and IT equipment.
- Measure, manage and reduce water consumption and effluent discharge.
- Facilitate workplace resource efficiency through network exchange.
- Reduce the number of deliveries and packaging in all forms.

Emissions

- Transition our fleet to electric by 2025 (where technology permits).
- Use 100% renewable electricity via REGO certificates for all electricity consumption in our buildings and EV Charging.
- Maintain validated science-based targets and report progress through CDP A List disclosures and Climate Transition Plan.

Environmental Services & Advocacy

- Report to Carbon Disclosure Project (CDP)
- Perform against validated science-based targets that are aligned to a 1.5°C pathway and the Paris Agreement
- Report aligned with Task Force on Climate-related Financial Disclosures (TCFD)
- Align with Sustainable Development Goals (SDGs)
- Operate against accredited ISO 140001 Environmental Management System
- Operate against accredited ISO 50001 Energy Management System
- Align procurement practices with guidance of ISO 20400
- Adhere to OECD guideline for multinational enterprises on responsible business conduct
- Alignment with guidance of ISO 26000 Social Responsibility

Regulations and Initiatives

Where applicable the following regulations and initiatives will be followed and implemented

- Code of Conduct CRRU
- EC Regulation No 2037/2000 on substances that deplete the ozone layer
- EU Directive on batteries and accumulators and waste batteries and accumulators
- EU Directive on Radio and Telecommunication Terminal Equipment (RTTE)
- EU Directive ROHS (Restriction of Hazardous Substances)
- EU Directive use and removal of hazardous substances
- EU Directive WEEE (Waste Electrical and electronic equipment)
- EU Regulations related to the magnetic waves exposition
- Label European Ecolabel products

Reporting

External verification through third party auditing

Suppliers

- Operate supplier assessment on environmental, social and governance topics.
- Engaging and working with preferred suppliers to align with our environmental and social commitments.

Mitie Group Management is committed to ensure that we:

- Commit to strengthening climate resilience by integrating climate-related risk assessments into all operational sites and ensuring that identified adaptation actions are implemented, monitored and periodically reviewed
- Employ systems and procedures that ensure awareness and compliance with all applicable and relevant laws, regulations and other requirements relating to the environment.
- Promote the use of a process approach and risk-based thinking.
- Set documented environmental objectives based on our significant environmental aspects, impacts, compliance obligations and considering our risks and opportunities.
- Provide appropriate employee training to enhance environmental awareness of our staff, this ensures environmental issues are considered when managing our premises and planning, implementing, and undertaking all aspects of our service delivery.
- Promote a sustainable and collaborative approach to improving environmental performance in partnership with our clients, supply chain, and other stakeholders by conserving energy and water, minimising consumption and discharge, reducing waste, carbon and non-GHG emissions and preferring low pollution and sustainably sourced materials, therefore maximising efficiency.
- Promote a sustainable network to facilitate the sharing of resources across operations and departments.
- Ensure that we integrate sustainability considerations into our business decisions.
- Maintain an Integrated Management System for all of our estate that incorporates the Environmental Management System (EMS) in accordance with the requirements of BS EN ISO 14001:2015 and Energy Management System (EnMS) in accordance with the requirements of BS EN ISO 50001:2018.
- Ensure that all the requirements of this policy are adequately communicated to all staff.
- Are committed to reducing chemical use, preventing pollution and to minimizing the environmental impact, for the life cycle (including disposal), of materials, plant, equipment, and any other physical assets under our control.

- Are committed to our stated Plan Zero and Zero Carbon initiatives.
- Are committed to continual improvement in our environmental performance, through the implementation of our EMS, EnMS, and the establishment of measurable environmental objectives and targets that are documented, implemented, maintained, monitored, and reviewed.
- Put adequate controls in place to protect the environment from any significant environmental aspects and impacts arising from our work activities.
- Are committed to circular economy thinking, diverting from landfill, and recovering from waste and reporting our waste environmental impact.
- Accurately report our total waste impact; hazardous and non-hazardous waste and waste recycled and recovered.
- Accurately report our total water consumption and effluent discharge in the UK and overseas and take proactive steps to minimise both.
- Accurately report our total Scope 1, 2 and 3 carbon emissions (inc. upstream) in the UK and overseas.

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

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



Phil Bentley
Chief Executive Officer
Mitie Group PLC

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