

2026

Modern Slavery Statement

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REPORTING ENTITY & LEGISLATIVE COMPLIANCE

This document constitutes Mitie Group plc's Modern Slavery and Human Trafficking (MSHT) statement for the financial year FY26, as approved by the Board.

*This statement meets the requirements of the reporting criteria of section 54 of The Modern Slavery Act 2015 (the Act) and equivalent legislation in relevant jurisdictions. This statement relates to Mitie Group plc, covering all business regions, operating companies and business units throughout the world, including wholly owned subsidiaries and majority owned operations (together, “**Mitie**”). A list of subsidiaries and subsidiary undertakings is set out in Appendix A.*

For the purposes of this statement, Mitie Group plc, its subsidiaries and subsidiary undertakings are collectively referred to as Mitie.

SCOPE OF THIS REPORT

Our mission, alongside our customers and shareholders, is to tackle risks of Modern Slavery and Human Trafficking (MSHT), in all our operations. This includes our cleaning and hygiene, projects, security, technical services, facilities compliance, supply chain and employer activities. By doing so, we ensure we deliver ‘The Exceptional, Every Day’.

Executive Summary

Mitie works with around 8,800 suppliers, primarily supporting the delivery of building works, security, and mechanical and electrical services. In FY26, no incidents of modern slavery or human trafficking were identified within our operations or supply chain.

Modern slavery, including forced labour, human trafficking and other forms of exploitation, remains a significant global challenge. Economic uncertainty, geopolitical instability and labour market pressures continue to increase the vulnerability of workers across many sectors and geographies. These risks can arise within organisations, labour supply chains and broader business relationships, making ongoing vigilance essential.

During FY26, we continued to strengthen our approach to preventing, identifying and addressing modern slavery risks across our operations and supply chain. Key developments included the launch of an enhanced Guidance for Mitie Suppliers on Modern Slavery and Human Trafficking, the development of a Modern Slavery Framework, the introduction of a Supplier Remediation Plan Template and the completion of 1,087 independent ethical compliance audits across our Security supply chain. These initiatives have strengthened supplier capability, enhanced due diligence and reinforced our commitment to worker-centred remediation and continuous improvement.

As we move into FY27, we remain committed to protecting human rights, supporting responsible business practices and working collaboratively with suppliers, customers and stakeholders to drive greater transparency and reduce the risk of exploitation throughout our value chain.

Milestones and Performance FY26

- Completed modern slavery due diligence for all high-risk suppliers.
- Maintained our 100% score in the UK Cabinet Office Modern Slavery Assessment Tool (MSAT).
- Maintained our 87% in the Labour Standards Assessment Tool.
- Continued integrating the EcoVadis platform into the Supplier Management Programme, enabling independent ESG assessments of 970 key suppliers, covering over 60% of procurement spend.
- Recognised as a Top Employer UK and an Inclusive Top 50 UK Employer for the eighth consecutive year.

Achievements FY26

- Launched Mitie's Sustainability & Social Value Supplier Charter, with Ethical & Sustainable Business Practices established as one of five priority areas to reinforce supplier expectations and promote responsible business conduct.
- Launched an enhanced Guidance for Mitie Suppliers on Modern Slavery and Human Trafficking, providing practical support on risk identification, responsible recruitment, worker voice, due diligence, remediation and continuous improvement.
- Developed a Modern Slavery Framework aligned with UK Government expectations, UN Guiding Principles, OECD Due Diligence Guidance and ILO Forced Labour Indicators to support supplier capability building, governance and continuous improvement.
- Developed a Supplier Remediation Plan Template to support worker-centred remediation, corrective action and long-term prevention measures where modern slavery concerns are identified.
- Collaborated with the Cabinet Office to co-develop a strategic framework for modern slavery remediation and supplier transparency.
- Implemented modern slavery and human rights considerations into QHSE on-site audits.
- Updated the Mitie Supplier Hub to improve access to resources supporting responsible labour practices, worker welfare, modern slavery awareness and routes to raise concern.
- Enhanced supplier due diligence by strengthening supplier onboarding and ESG health checks, while expanding EcoVadis monitoring across our Preferred Supplier List (PSL) to

support ethical compliance, human rights risk assessment, and preparedness for emerging sustainability reporting requirements.

- Delivered targeted modern slavery training to Legal, Procurement and Contract Management teams.
- Raised awareness through our in-house training platform Action Now and the Supply Chain Sustainability School.
- Conducted retrospective due diligence across past operations and partnerships to identify and address historical risks.
- Delivered annual online training refreshes for colleagues through Kallidus, supported by targeted workshops for higher-risk teams.
- Completed 1,087 independent ethical compliance audits across the Security portfolio, providing assurance over subcontractor welfare, labour standards and compliance.

Organisation Structure And Supply Chains

Our position on human rights within Mitie is clear. We respect the human rights of all our employees and those within our supply chain and have zero tolerance of slavery and human trafficking.

We are committed to ensuring that slavery, trafficking, bonded labour, forced or servile marriage, descent-based slavery and domestic work and slavery does not take place in our business or any part of our supply chain by seeking to:

- Ensure our recruitment processes are transparent and reviewed regularly, with robust processes in place for the vetting of the appointment of our people.
- Raise awareness of the issue amongst our people and our suppliers to combat the hidden nature of modern slavery.
- Challenge and support our suppliers in the effort to drive out MSHT; and
- Apply the spirit, as well as the letter of the law, to our internal practices.

This Statement sets out the steps which Mitie has taken during the financial year ending 31 March 2026 to help ensure that slavery and human trafficking is not taking place in any part of our business or supply chain. Our revenue for this year was £5.6bn. We have published an annual Modern Slavery Statement every year since 2017, reaffirming our ongoing commitment to transparency and ethical practices.

Copies of Modern Slavery Statements from previous years are available on our website: [Modern Slavery Statement | Mitie](#).

Our Business

Founded in 1987, Mitie employs 84,000 colleagues and is the UK's leading technology-led Facilities Management, Transformation and Compliance company. We are a trusted partner to blue-chip customers across the public and private sectors, working with them to transform their built estates, and the lived experiences for their people, and providing data-driven insights to inform decision-making.

In each of our core service lines of Engineering (hard services), and Security and Hygiene (soft services) we hold market leadership positions. We also deliver transformational projects in the areas of power and grid connections, building fit outs & modernisation, decarbonisation, fire safety & security and telecoms infrastructure, alongside compliance capabilities in fire safety & security and environmental services. Our sector expertise includes central government, critical national infrastructure, defence, financial services, healthcare & life sciences, local government & education, retail & logistics, manufacturing & media and transport & aviation.

We operate in the UK, the Republic of Ireland, the Isle of Man, Guernsey, certain mainland European countries including Spain and also support overseas operations for government clients.

All our businesses are dependent on our people and our supply chain to support the delivery of our services. Each business is responsible for ensuring that they can demonstrate compliance with the Act by working to

our Group policies and procedures. Further information on our business can be found at: <https://www.mitie.com>.

Chief Executive Officer Statement

“At Mitie, being part of our team means more than just doing a job — it’s about making a meaningful difference. Every colleague who proudly wears our logo plays a vital role in improving lives across the UK, every single day.

Our five core values are the foundation of everything we do. They guide our commitment to excellence — for our clients, our people, and everyone in our supply chain.

Our people and our values are central to who we are. They drive our unwavering dedication to human rights and our determination to eliminate all forms of modern slavery. We stand firmly against human trafficking, forced, bonded, compulsory, illegal, or child labour. We will never knowingly work with anyone who engages in such practices.

Mitie is continually strengthening our processes to better identify, report, and manage human rights risks. We are committed to setting the highest standards and taking proactive steps to protect human dignity across our operations and partnerships.”

Our FY26 Statement

As the UK’s leading facilities transformation and professional services company, Mitie continues to play a vital role in reducing modern slavery risks across its operations and supply chain. In FY26, we maintained our strong commitment by deepening engagement with suppliers, enhancing training, and improving transparency through digital platforms.

Global challenges such as economic instability, climate change, and geopolitical tensions, have increased the vulnerability of workers and the risk of exploitation. Modern slavery remains a growing concern both in the UK and globally. In FY26, the UK anti-slavery charity received 11,231 calls, webforms and app submissions to their modern slavery helpline. They identified over 6,000 potential modern slavery victims across 2,954 cases, the highest numbers ever recorded by the helpline. Building on the work done in FY26, Mitie continued to make significant progress in understanding and addressing modern slavery risks.

We work closely with internal and external stakeholders to embed ethical practices, increase supplier oversight and understanding and empower as many stakeholders as we can to identify and respond to signs of exploitation. We will continue this work into FY27 as we expand our efforts and strengthen our role as a responsible industry leader.

Our Commitment

At Mitie, our aim is simple: we work to deliver the exceptional, every day. We’re proud to employ 84,024 people across the country, and are committed to providing a rewarding, fair and sustainable working environment for our people. This commitment doesn’t just apply to Mitie’s direct employees, it applies to agency workers and contractors, in all countries in which we operate.

Our promise to our people is to create a workplace where you can thrive and be your best every day. We will not tolerate modern slavery in our business or supply chain and where we find it, we will ensure action is taken. We embed human rights into our operations, showing our commitment to respecting and protecting the dignity and rights of our colleagues and everyone we interact with, including those in our care, our service users, and those working for our business partners or suppliers.

At Mitie, we know that to attract and retain exceptional colleagues, we must be a ‘Great Place to Work’. This is our top priority because Mitie is nothing without its people who uphold our culture. We strive to create an equal, inclusive, and diverse work environment where everyone can be their true selves, feel valued for their work and contributions, and where our commitment to human rights is a fundamental foundation.

To support us on this journey, we have aligned our values with our purpose. These values guide how we work together, behave, and make decisions.

Our Vision and Values

Our values champion the culture of diversity, integrity and trust in everything we do. Our shared vision and values are a set of guiding principles and fundamental beliefs that help us work together as a team and underpin how we behave. These are at the heart of our agenda, striving to promote inclusivity, dignity, fairness, equality and respect in our buildings and our clients, every day.

- **We are one Mitie:** We work as one to deliver a seamless, unrivalled service. We are all in it together if we can help a customer or colleague in any way, we will. We are one Mitie.
- **We are built on integrity and trust:** Integrity and trust are at the heart of all we do. We are the face of the company. We treat others as we would like to be treated. We are proud to work for Mitie.
- **We go the extra mile:** Whether its keeping things running smoothly in a safe environment, looking for new ways to do things better or fixing problems, going the extra mile for our colleagues and customers and keeping our promises is in our DNA.
- **Our diversity makes us stronger:** We are very proud of our rich and diverse culture and backgrounds. Our diversity creates ideas and insights. Everyone at Mitie has a voice and is treated as an equal.
- **Our customers' business is our business:** We are a partner, trusted for our expertise. We put our customers at the heart of everything we do.

Governance In Relation to Slavery and Human Trafficking

To manage risks effectively, we have a strong internal governance structure. This keeps us focused and ensures we address human rights and social issues with clear oversight, accountability and responsibility. Mitie's approach to human rights is governed by our People Policy and its implementation through the business is driven through the People Function. This is led by our Chief People Officer, who together with the Chief Legal Officer is responsible for our ethics compliance strategy and associated policy and governance, including human rights and MSHT.

Board Oversight

Overall responsibility for Mitie's compliance with human rights legislation and guidance resides with the Board. The Board sets the strategic direction of the business, approves targets, and prioritises material matters relating to human rights and modern slavery.

Progress is monitored through quarterly reporting of key performance indicators (KPIs), whistleblowing summaries, and updates from the Modern Slavery Task Force. These reports include incident trends, supplier audit outcomes, and training compliance rates, enabling the Board to maintain oversight and ensure continuous improvement. The CEO is assisted by members of senior management in relation to human rights and modern slavery related matters as follows:

Chief Legal Officer: Provides legal oversight and ensures the company adheres to all relevant laws and regulations regarding modern slavery.

Chief People Officer: Manages policies and practices related to employee rights, training, and awareness programs on modern slavery.

Chief Procurement Officer: Ensures responsible sourcing and supply chain management to prevent modern slavery in the supply chain.

Group director for Sustainability: Integrates modern slavery prevention into the company's sustainability and corporate social responsibility initiatives.

In addition to the above, several committees exist across the Group and play an important part in the management of Mitie's approach to MSHT. The Committees' roles are to oversee the company policies, performance and priorities as responsible business and to manage Mitie's activities of all stakeholders including customers, shareholder, colleagues, suppliers, and the wider community.

Modern Slavery And Human Trafficking Policies

Modern slavery prevention forms an important part of Mitie's wider ESG strategy and Plan Thrive social value framework. Through our focus on inclusive employment, fair work, wellbeing, skills development and ethical procurement, we seek to reduce the factors that can increase vulnerability to exploitation. Our approach supports our commitment to create Better Places, Thriving Communities by promoting human rights, responsible business conduct and responsible supply chains across our operations and those of our suppliers.

We have well-established policies and procedures that ensure we operate responsibly and ethically and that we respect and protect human rights. The policies were developed by Mitie's internal Legal, Sustainability, Procurement and People teams and each policy is reviewed annually and signed off by the Group Chief Executive. These policies are accessible on various Mitie platforms and our Integrated Management System (IMS), which combines all our systems, processes, and standards into one smart system.

Recruitment

Our recruitment policies and procedures are fair and transparent, ensuring all colleagues have employment documentation in a language they understand. We ensure that any accommodation provided to colleagues meets both local and international standards. We do not engage in, or support forced labour, human trafficking, or any form of involuntary servitude. We respect the rights of children and young workers, protecting them from work that could harm their development.

People

Our [People Policy](#) recognises that to attract and keep exceptional colleagues we must make Mitie a 'Great Place to Work'. It supports Mitie's commitment to providing a rewarding, fair and sustainable working environment for its people. Our well-being benefits and initiatives cover financial, physical, and mental health, ensuring complete support for all our colleagues. Further information available in our Health and Safety Policy.

ED&I

Our [Equality, Diversity and Inclusion Policy](#) sets the base for what our employees deserve and what we must do to uphold our culture, ensuring every employee is treated with respect and dignity. It supports our zero-tolerance approach to discrimination, harassment, violence, and aggressive behaviour.

Ethics

Our Employee Handbook and [Ethical Business Practices Policy](#) ensure that we conduct our operations with honesty, integrity and openness, supporting our approach to governance and corporate responsibility and forms an integral part of our Mitie induction. Key areas covered include employee wellbeing, diversity and inclusion, ethical business practices, and work-life balance. Mitie emphasises valuing its employees and providing support for their wellbeing. The Mitie Employee handbook is an internal document.

Wellbeing

Our well-being benefits and initiatives cover financial, physical and mental health, ensuring complete support for all our colleagues. Further information available in our [Health and Safety Policy](#).

Supply Chain

In conjunction with our [Procurement Policy](#) our [Sustainability and Social Value Charter](#) and our [Guidance for Mitie Suppliers](#) on MSHT covers our expectations, and suppliers must agree to abide by these policies as part of their onboarding process. This information is made available on our [mitiesuppliers.com](#) website for review. Mitie's Supplier Management Framework (SMF) covers key suppliers who are closely monitored and

scored against a range of metrics, some of these are social value, sustainability, and ethical procurement, which involves ensuring human rights and related areas are up to Mitie standards.

During FY26, Mitie launched its Sustainability & Social Value Supplier Charter, establishing clear expectations for suppliers across five priority areas, including Ethical & Sustainable Business Practices. The Charter sets out Mitie's expectations in relation to responsible business conduct, labour standards, human rights, ethical recruitment and supply chain transparency. Suppliers are required to acknowledge the Charter as part of onboarding and supplier engagement activities, helping to reinforce a consistent approach to responsible labour practices throughout the supply chain.

Risk Assessment And Management

We provide a wide range of services in sectors which may be considered higher risk from a modern slavery perspective, including hospitality, security, cleaning, catering, and project work. These services are either delivered directly by Mitie colleagues or in conjunction with our supply chain partners. Our connections to electronics manufacturing, solar panel technology, garment production, and our clients in healthcare and social care also pose potential risks for modern slavery and social vulnerability. This is driven by workforce characteristics commonly associated with higher vulnerability to modern slavery risks, including lower-skilled roles, the use of temporary or agency labour, and physically demanding work.

Mitie is in a unique position to help other businesses address these risks. Our commitment to doing the right thing goes beyond being a responsible employer. We aim to integrate our dedication to combating MSHT into our operations to protect individuals from any human rights violations.

As a service provider, we understand our crucial role in tackling MSHT. We are committed to mitigating these risks which can be distilled into the following three main areas:

Our People: Including our operations, employment practices, internal policies, and recruitment through agencies and third parties.

Our Suppliers: Incorporating our supply chain in the UK and overseas.

Other Vulnerable Groups: Including (but not limited) to those affected by socio- economic factors, unstable social and political conditions.

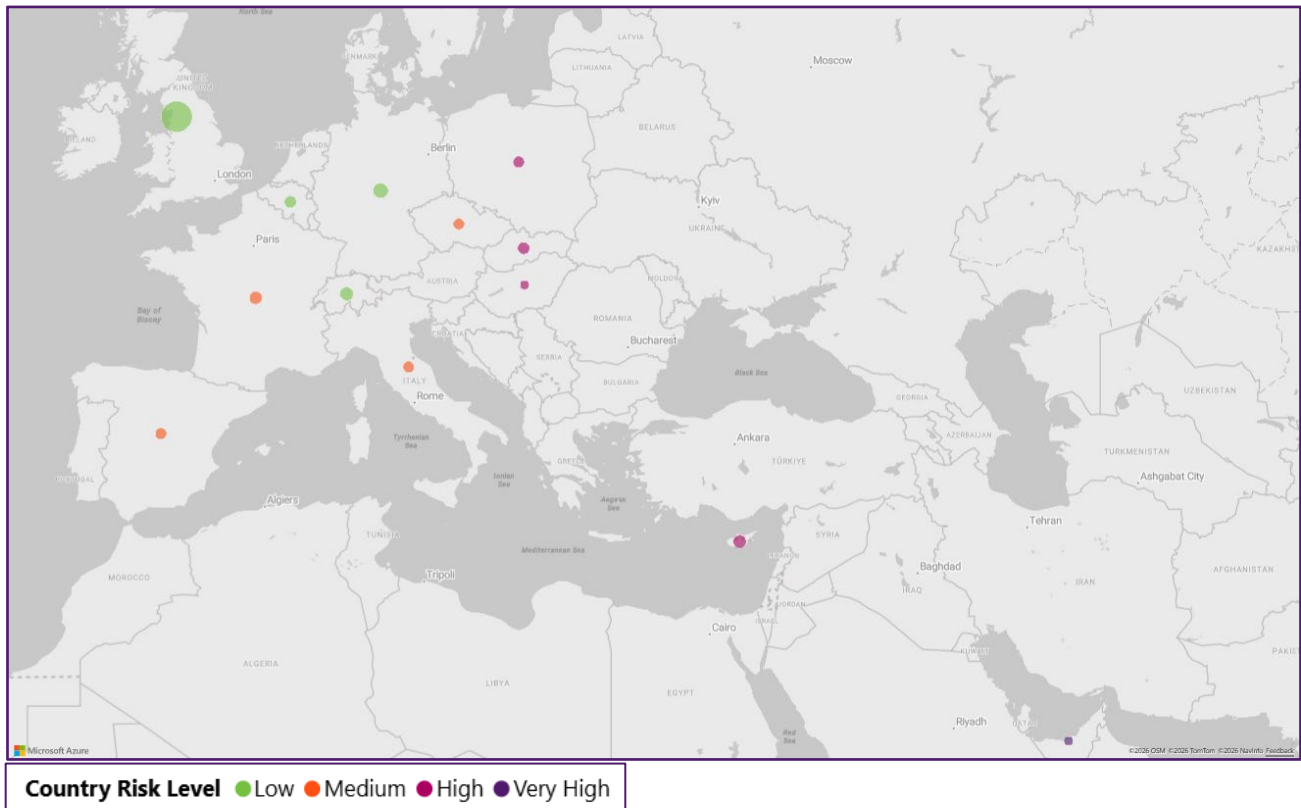
The Board, along with our Legal, People Team, Procurement, and Enterprise Risk Management teams, oversee the formal process for identifying, evaluating, and managing significant risks. These teams provide a risk management framework, including reporting on significant risks, Mitie policies, and standard operating procedures. For more information, please refer to the Structure and Governance section.

Supply Chain Mapping

Managing risk is crucial in how we choose and work with our suppliers, from the start and throughout our partnership. Annually, we identify key geographical risk areas based on our ongoing relationships, industry standards, and geographical index data on modern slavery from the Walk Free Foundation, details of which are set out in the picture below. This helps us make informed decisions and positively influence our supply chain. We are working closely with suppliers in high-risk areas to make sure they follow Mitie's ethical standards. Our goal is to protect and support everyone involved in our operations and beyond.

We have 2,208 of suppliers that, from our desktop research, operate in an industry or sector that is considered to be high risk for modern slavery. This map shows the geographic location of suppliers operating in industries and product categories assessed as having a higher inherent risk of modern slavery. Bubble size represents the number of suppliers in each country, while bubble colour reflects the country risk level based on the Global Slavery Index estimate of modern slavery prevalence per 1,000 population. We have included all countries who have a vulnerability score of over 10% in the GSI, allowing us to prioritise the highest risk countries.

This analysis supports our risk-based due diligence approach by highlighting supplier concentration across geographies and identifying countries that may require enhanced modern slavery oversight and engagement.



Country	Suppliers	Total Vulnerability score (%)	Estimated prevalence of modern slavery per 1,000 population	Net Value
UAE	1	39.54	13.37	£2,699
Cyprus	5	21.33	8.04	£24,817,635
Slovakia	3	16.39	7.65	£3,228
Hungary	1	18.92	6.57	£228
Poland	2	18.99	5.51	£15,231
Czechia	2	12.54	4.24	£241
Italy	2	21.70	3.26	£385,987
Spain	2	10.37	2.31	£192,431
France	5	13.25	2.06	£25,899
UK	2135	14.32	1.80	£814,201,469
Germany	16	10.66	0.56	£1,468,068
Belgium	4	10.81	0.97	£46,621
Switzerland	7	13.64	0.50	£9,923

We undertake this mapping exercise annually to monitor existing suppliers and assess any new additions. This ongoing process ensures we remain vigilant to emerging risks and maintain a proactive approach to protecting human rights across our operations.

Due Diligence Processes

Through our due diligence approach, we monitor adherence to our policy commitments, review their effectiveness, and identify, assess, and respond to modern slavery risks, impacts, and potential violations.

Due Diligence Approach			
Our People	Governance	Our Suppliers	Partnerships
- Employee Handbook - Colleague screening standards - Modern Slavery training - Freedom of Association and Collective Bargaining 100% Living Wage Employer	- Group Policies and Procedures - OneCode - Modern Slavery Statement - Procurement process - Whistleblowing procedure - Remediation procedure - QHSE	- Sustainable Procurement & Social Value Policy - Expectations for Suppliers - Supplier Onboarding - Supplier Management Framework - Ecovadis Assessments - QHSE Audits - Supply Chain Mapping	- Built Environment Against Slavery Group - Cabinet Office - Supply Chain Sustainability School

Our People

Mitie is one of the UK's largest private sector employers, with 84,024 colleagues across the country. Our team plays a vital role in our success and that of our customers, contributing significantly to the UK economy and keeping the country running smoothly. We are committed to being a 'Great Place to Work' and always look to prioritise colleague safety, wellbeing, diversity, fair pay and development opportunities.

Our approach is guided by internationally recognised standards, including the UN Global Compact, ILO Declaration on Fundamental Principles and Rights at Work, Ethical Trading Initiative Base Code, and UN Guiding Principles on Business and Human Rights. We ensure employment is freely chosen, respect freedom of association, maintain safe and hygienic working conditions, prohibit child labour, pay at least the minimum wage, avoid excessive working hours, practice non-discrimination, provide regular employment, and prohibit harsh or inhumane treatment.

Employee Handbook

Our Employee Handbook (which incorporates our Code of Conduct) forms the cornerstone of our wider ethical business framework. It provides our people with the guidance and support necessary to carry out their work in the right way. We designed our Handbook to help our people understand Mitie's core values and the responsible behaviours which underpin them. It provides guidance and support for all Mitie personnel when undertaking their work and draws together all our longstanding policies and procedures from all business areas into one simple and practical guide. A copy of the Handbook is available at www.mitiepeople.com and our Integrated Management System (IMS).

Colleague Screening Standards

Prior to employment of a new candidate, we carry out appropriate checks to ensure that any new applicant, permanent and non-permanent, including temporary and contractors, is suitable for the role that they have applied for. Prior to making an offer, we ensure that all candidates are aware of what checks we will carry out. We make job offers subject to appropriate satisfactory vetting procedures (where required). In addition to striving to ensure compliance with legislative requirements, we carry out additional background checks on a risk basis, either through our own assessment or one carried out in conjunction with our client.

To uphold our respect for labour rights all our people undergo proof of identity, address and right to work checks in the UK, including reference checking and, where applicable, DBS checks prior to commencing employment. We employ most of our people directly with checks in place to ensure that payment of salary is made direct to that person. In addition to striving to ensure compliance with legislative requirements, we carry out additional background checks on a risk basis, either through our own assessment or one carried out in conjunction with our client.

Our Recruitment Procedure outlines the mandatory requirements we impose, which includes the requirement to use approved agencies in the recruitment process. Our On-Boarding Procedure seeks to ensure that third party providers can demonstrate that they comply with all legal requirements, including the requirement to comply with the Act.

Freedom Of Association and Collective Bargaining

We support our colleagues' rights to exercise freedom of association and have extensive consultation and collective bargaining processes in place. We have recognition agreements in place with all of the major trade unions, who collectively consult and negotiate on behalf of some of our colleagues and have engagement with the Chief Executive Officer (CEO) and Group Executives.

Supporting a Living Wage

We are committed to ensuring our colleagues feel valued for their contributions. As proud signatories of the Living Wage Foundation, we believe that fair pay is essential. Our status as a Recognised Service Provider allows us to collaborate with our customers, creating case studies that highlight the benefits of the Real Living Wage and encouraging them to adopt it. In FY26, we maintained our target of ensuring 100% of employees, whose salaries we control, are paid the Real Living Wage.

We continuously review our pay rates to ensure they exceed statutory minimums and living wage requirements in all the countries where we operate.

Our dedication extends to working with third-party contractors, ensuring they align with our commitments. We expect them to meet legally mandated minimum wage requirements without imposing unauthorised deductions or financial burdens on their employees.

Quality, Health, Safety and Environment (QHSE)

Mitie understands that health, safety, and wellbeing are essential for ensuring our colleagues return home healthy and safe each day. Our Quality, Health, Safety, and Environment (QHSE) department is key in tackling modern slavery within our organisation. They make sure our human rights, and modern slavery policies are followed throughout the business. This includes providing training and awareness programmes to employees, workers, and subcontractors to help them recognise and address the risks of MSHT. Our QHSE team also performs regular risk assessments to identify potential vulnerabilities and takes proactive measures. They audit sites within our contracts to ensure compliance with ethical standards and to prevent any involvement in modern slavery practices.

Governance

Remediation

We recognise that effective remediation is a critical component of human rights due diligence and an important mechanism for addressing instances of modern slavery and labour exploitation where they occur. Our approach prioritises the protection of affected workers, timely corrective action and measures to prevent recurrence.

During FY26, Mitie significantly enhanced its remediation capability through the development of a suite of practical tools designed to support both suppliers and internal stakeholders in responding to modern slavery risks. This included the launch of an enhanced Guidance for Mitie Suppliers on Modern Slavery and Human Trafficking, the development of a Modern Slavery Framework and the creation of a Supplier Remediation Plan Template.

Together, these resources provide practical guidance across governance, risk assessment, responsible recruitment, worker voice, due diligence, incident response, remediation and continuous improvement. The Framework supports suppliers in assessing programme maturity, identifying control gaps and strengthening their approach to modern slavery risk management.

The Supplier Remediation Plan Template provides a structured approach for responding to modern slavery concerns and places the needs of affected workers at the centre of the response. The template includes requirements relating to worker safeguarding, repayment of wages and recruitment fees, return of personal documentation, root cause analysis, corrective action planning, ongoing monitoring and independent verification.

As part of our collaboration with the Cabinet Office, Mitie also contributed to the development of approaches that support greater transparency, worker-centred remediation and continuous improvement across supply chains.

Where concerns are identified through our due diligence processes, we work with relevant stakeholders to investigate issues, agree corrective actions and monitor implementation. Our approach seeks to address root causes, strengthen controls and reduce the risk of recurrence.

In FY27, we plan to further enhance our approach through the development of a formal Modern Slavery Remediation Policy applicable to both Mitie operations and our supply chain, helping to ensure a consistent, transparent and worker-centred response to modern slavery concerns.

Whistleblowing Procedure

We encourage our people, customers and suppliers to report any concerns about unlawful conduct that they suspect is taking place at work, including any concerns regarding the risk of slavery or human trafficking. Any concerns can be raised through a range of channels, including Mitie's independent whistleblowing service "Speak Up", discussions with line managers, People Support, or directly with the Chief Executive via email to 'Grill Phil.'

Mitie's "Speak Up" service allows employees, customers, suppliers, and third parties to report concerns anonymously and without fear of retaliation. The platform is managed by an independent third party, Navex Global, and can be accessed via a telephone hotline and web portal. Details are made available in multiple languages through workplace posters, the Employee Handbook, Mitie's Intranet, and MitiePeople.com. Customers, suppliers, and the public can also access it via www.mitie.com. Reports are reviewed and investigated independently to avoid conflicts of interest, and a central Whistleblowing Investigation Group, including the Deputy General Counsel and Senior Internal Audit members, oversees all reports.

All reports are investigated confidentially. After an investigation, we take necessary actions to address any substantiated issues or weaknesses in controls. Each action is assigned to a specific owner and has a set timeframe to ensure accountability. Updates on whistleblowing activity are provided at every Board meeting and to senior executives (MGX) as needed, detailing incident reports, ongoing cases, and outcomes of investigations.

Anyone encountering, or affected by modern slavery, can reach out to the Modern Slavery Helpline or other specialist support providers in the UK for advice on remedy, compensation, and justice.

Our Suppliers

We hold our suppliers and business partners to the same high standards we set for ourselves. We promote safe and fair working conditions and responsible management of environmental and social issues within our supply chain. Our Standard Terms and Conditions require suppliers to comply with all legal requirements, including the Modern Slavery Act. We manage and monitor supplier compliance through the following processes:

Onboarding

When onboarding suppliers, we expect them to uphold the same high standards we set for ourselves. They must demonstrate (and continue to demonstrate) that they:

- Do not have modern slavery in their operations
- Provide safe and fair working conditions
- Understand risks within their own supply chain
- Maintain zero tolerance, responsible management, and comply with all legal requirements in their policies, procedures, practices, and contracts with lower-tier suppliers

Suppliers are required to confirm they acknowledge and comply with our Sustainability and Social Value Charter and our Supplier Guidance MSHT. We also require sub-contractors to have Alcumus SafeContractor accreditation which reviews their health & safety compliance, insurances, financial assurance, and best practices, including environmental, GDPR, modern slavery, and right to work.

Sourcing

Our procurement tenders cover all ESG topics, including labour standards, communication within the organization and supply chain, staff training, and ways for employees or suppliers to raise concerns.

Supplier Management and Development

Mitie's Supplier Management Framework (SMF) is managed using a balanced scorecard across a range of topics include ESG. This captures actions, risks, and opportunities for collaboration or improvements. The Procurement team conducts an annual desktop audit of selected Tier 1 suppliers covering Modern Slavery.

We recognise that supply chain decisions can impact modern slavery risks, such as unrealistic project timelines. To mitigate this, we have established a robust framework of suppliers for our projects. By collaborating closely with them, we provide maximum forward visibility of potential work allocations.

This proactive approach allows our suppliers to develop resource plans that consider our workload and their other commitments. This strategy mitigates demand spikes and ensures our projects and programmes are effectively and ethically resourced. We plan our projects well in advance, benchmarking timelines against industry standards to ensure adequate time for all activities. Additionally, we follow the Construction, Design, and Management Regulations 2015, which mandate a safe work program, aligning with our core values and protecting employee health throughout all construction projects.

We provide further support to our suppliers through tailored guidance, access to training resources and ongoing engagement through supplier forums and our partnership with the Supply Chain Sustainability School. This ensures that all our suppliers, irrespective of turnover, are equipped to meet ethical standards and contribute to a responsible supply chain.

Supplier ESG Monitoring FY26

- 970 suppliers independently assessed through EcoVadis
- Coverage of 60%+ procurement spend
- Labour and human rights risk considered as part of assessments
- Supports ongoing supplier due diligence and monitoring

Contracting

Our standard terms and conditions require suppliers to comply with all legal requirements, including the Modern Slavery Act.

Mitie's 'Ways of Working' are guided by our Group Procurement Policies, which align with our supply chain model. These policies are enforced through our Digital Supplier Platform, Coupa, ensuring we control and validate suppliers as they join our system and receive Purchase Orders.

Audit

We undertake a range of assurance activities to assess compliance with our policies, identify potential risks and support continuous improvement across our operations and supply chain. This includes QHSE audits, supplier reviews, desktop assessments and targeted assurance activities focused on labour standards, worker welfare, human rights and modern slavery risks.

Ethical Compliance Audit Programme

As part of our supplier due diligence programme, Mitie operates an Ethical Compliance Audit Programme across its Security portfolio, providing independent assurance over subcontractor compliance, employee welfare and labour standards. Through a combination of face-to-face workforce interviews and compliance reviews, audits assess areas including right-to-work verification, SIA licensing, pay arrangements, training, management oversight and worker welfare.

Since January 2026, more than 1,087 audits have been completed across deployed subcontractors, regions and contracts. Audit activity includes both planned and ad hoc reviews, providing comprehensive coverage of the Security supply chain and ongoing assurance that labour standards, worker welfare and compliance requirements are being maintained.

The programme forms an important part of Mitie's control framework for managing subcontractor performance and workforce welfare. Any concerns identified are formally documented and reviewed with the relevant supply partner to ensure timely corrective action is implemented. Issues that may present a risk to Mitie are escalated through Security leadership and the Procurement function for additional oversight and remediation support.

Health checks

Our Procurement Centre of Excellence team regularly reviews supplier health risk ratings using data from external API feeds into the Digital Supplier Platform (DSP). These indicators include financial health, compliance, news sentiment, and screening lists.

Case Study: Mitie and Retinue; delivering responsible recruitment at scale

During FY26, Mitie and Retinue continued to strengthen responsible recruitment practices and labour supply chain due diligence. With over 6,000 roles filled through the partnership, robust controls were maintained to help identify, assess and mitigate modern slavery risks.

To support ongoing oversight, 55 supplier audits were conducted each month, providing assurance of compliance with expected standards and identifying opportunities for improvement. In addition, 100% of recruitment agencies received face-to-face modern slavery training to strengthen awareness, risk identification and escalation processes.

This partnership demonstrates the value of supplier collaboration in enhancing due diligence and strengthening protections for workers.

Key Stats

6,511

workers placed across Mitie contracts in FY26.

5057

fully compliant workers in FY26

55

supplier audits conducted each month

100%

of agencies received face-to-face modern slavery training

Stakeholder Engagement

Collaborations and Partnerships

Mitie reports through platforms such as EcoVadis, SEDEX, and the Government Supplier Registration portal. We follow best practice recommendations and take corrective actions when performance falls short of our expectations.

Cabinet Office

Mitie are collaborative partners with The Cabinet Office. Together we are developing a strategy and accompanying framework which addresses the role of businesses in remediating the issue of modern slavery. This work encompasses the practical implications of strategy and policy in organisation's supply chains and operations. Working with the Cabinet Office we have developed an action plan which includes actions relating to policy development, supplier risk assessments, whistleblowing procedures, training and continuous improvement.

As part of our collaboration, Mitie contributed to the development of a structured Modern Slavery Framework aligned to UK Government expectations, international human rights standards and recognised due diligence guidance. The framework supports organisations in strengthening governance, risk management, worker protections, remediation and reporting, whilst providing a practical maturity model to drive continuous improvement.

Supporting this work, Mitie developed a Modern Slavery Framework, enhanced Supplier Guidance on Modern Slavery and Human Trafficking, and a Supplier Remediation Plan Template. Together these tools provide practical support to organisations seeking to strengthen governance, due diligence, worker protections, remediation and continuous improvement across their operations and supply chains.

Case Study: Supporting the Cabinet Office to Strengthen Modern Slavery Standards

During FY26, Mitie worked with the Cabinet Office to develop a modern slavery framework for use across the UK Government's Strategic Supplier community. This recognised the maturity of our approach and our progress from establishing compliance controls to embedding a comprehensive, risk-based programme.

The framework captures Mitie's approach to preventing, identifying and addressing modern slavery risks across recruitment, operations and supply chain management. It draws upon the governance, due diligence and risk management processes that have been continually strengthened over recent years and aligns with UK Government expectations and statutory guidance.

Building on foundations established in previous years with the Cabinet Office, Mitie has enhanced supplier due diligence, strengthened risk identification processes and embedded clearer oversight and accountability across the business. The resulting framework translates these practices into a practical model that can be adopted by other organisations.

By sharing our approach with the wider Strategic Supplier community, we are helping to promote good practice, improve consistency in the management of modern slavery risks and support higher standards of transparency and due diligence across public sector supply chains.

Supply Chain Sustainability School (SSCS)

As a Gold partnership member of the SSCS, Mitie supports The Built Environment Against Slavery Group, the UK's largest anti-slavery collaboration in the built environment. The group is made up of major UK infrastructure clients, FM service providers, main contractors, suppliers and sub-contracts and looks at opportunities to drive a common approach to combatting modern slavery and labour exploitation, through the upskilling of their own workforce and the wider supply chain.

Mitie's partnership with the School has also produced modern slavery learning pathways for our supply chain and organised workshops and webinars to collaborate with suppliers and management teams. This ensures better sharing of knowledge, training, and awareness.

Strengthening Awareness and Training

We continue to strengthen employee awareness of our stance on slavery and human trafficking. We have improved guidance for our suppliers which complement the training created for our own people, so they understand the issues involved, become more aware of the risks, the signs to be vigilant of and how to raise awareness should they see or fear something suspicious.

To further spread awareness, we create articles and information briefings for all our personnel to complement the guidance provided to suppliers. In FY25, we advanced our commitment to tackling modern slavery by implementing a revised employee training and awareness programme, developed in collaboration with an independent third party. Building on the foundations laid in FY24, we adopted a more targeted approach, introducing workshop-based training focused on slavery and human trafficking risks.

We believe that improved awareness is one of our most effective methods to reduce the risk of modern slavery and with the help of both our employees and suppliers we aim to ensure that there are no opportunities to hide forced labour within our organisation or our supply chain.

Action Now is Mitie's internal engagement programme designed to embed sustainability across its operations by focusing on frontline teams through bitesize learning modules. The initiative delivers quarterly themes that spotlight key areas of environmental and social learning. These efforts are part of Mitie's commitment to strengthening visibility and accountability across its supply chain and operations, ensuring that modern slavery risks are proactively addressed at every level of the business. The launch of the module was supported by registering Modern Slavery as a group risk and a resource pack distributed to managers to engage with their teams on the topic. The courses are readily available anytime for review on Mitie's learning and development platform; Kallidus. It is encouraged that all staff complete these on an annual review basis.

FY26 Enhancement: Supplier Capability Building

During FY26, Mitie fundamentally refreshed its Guidance for Mitie Suppliers on Modern Slavery and Human Trafficking. The guidance provides practical support across the full supplier lifecycle, including risk assessment, responsible recruitment, worker voice, supply chain due diligence, remediation and continuous improvement. It also signposts suppliers to recognised external resources and international standards, helping organisations strengthen their approach to preventing and addressing modern slavery and human trafficking risks

Key Performance Indicators

Monitoring and Improving Our Efforts

We use key performance indicators (KPIs) to measure how effectively we communicate our core policies and procedures related to the Act. These KPIs help us ensure that colleagues are aware of the risks associated with slavery and human trafficking and can identify potential issues in our business or supply chains.

Our Board is committed to regularly reviewing these KPIs to ensure they remain effective and relevant. By doing so, we can continuously improve our efforts and lead the way in combating MSHT.

Key Performance Indicator	FY26 Result
PSL Suppliers with published Modern Slavery Statements	12%
PSL Suppliers with Labour & Human Rights Policy	74%
Modern Slavery Assessment Tool (MSAT) score	100%
Labour Standards Assessment Tool (LSAT) score	87%
Procurement spend covered by ESG assessment	60%+
Suppliers assessed through EcoVadis	970
Ethical compliance audits completed	1,087
Supply chain covered by grievance mechanism	100%
Confirmed modern slavery incidents identified	0

Key Initiatives

Enhanced Screening Platform for Third Parties

Our enhanced screen platform includes thorough checks for human rights and modern slavery risks. This ensures all our third-party vendors and partners comply with modern slavery laws. By doing this, we show our strong commitment to ethical business practices and to protecting vulnerable individuals.

Ongoing Communications, Training, and Discussions

We are actively raising awareness and educating our colleagues on human rights and modern slavery issues. This includes regular updates, comprehensive training programmes, and open discussions. By creating a culture of awareness and vigilance, we empower our colleagues to identify and address potential issues related to modern slavery.

Retrospective Modern Slavery Due Diligence

We have conducted a thorough review of our past operations and partnerships to identify any instances of modern slavery. This exercise has helped us understand historical risks and to implement corrective actions where necessary. It also reinforces our proactive stance in preventing modern slavery within our supply chain.

Collaboration with the Cabinet Office and Strategic Service Providers

We collaborate with the Cabinet Office and other key service providers to the government. This partnership allows us to share best practices, resources, and strategies to combat modern slavery. By working closely with government bodies, we position ourselves as leaders in the fight against MSHT.

Gold Partnership with Supply Chain Sustainability School

We maintain a gold partnership with the Supply Chain Sustainability School and actively participate in the Built Environment Against Slavery Group. This partnership provides us with valuable resources, training, and a network of like-minded organisations. It underscores our dedication to sustainable and ethical supply chain practices.

Next Steps

Further develop our approach to Remediation

In FY27, we look to further develop our approach to remediation, looking to develop a standalone MSHT remediation policy and ensure our colleagues and suppliers are aware of the remediation plan template developed during FY26 and can use it if needed.

Continue to follow up on selected high-risk suppliers to understand their management of MSHT in their supply chain

We will maintain rigorous follow-ups with our high-risk suppliers to gain a comprehensive understanding of how they manage MSHT risks. This ongoing engagement will allow us to identify any gaps or areas for improvement and to work collaboratively with suppliers to strengthen their practices and ensure compliance with our standards. This will expand to Tier 2 and Tier 3 suppliers over time.

Review how human rights and MSHT due diligence are monitored for suppliers not classified as high risk

We recognise that risks can exist beyond our high-risk suppliers. Therefore, we will conduct a thorough review of our current monitoring processes for suppliers not classified as high risk. This review will help us identify any potential vulnerabilities and ensure that all our suppliers uphold the highest standards of human rights and MSHT due diligence.

Continue to assess and support our SMEs and VCSEs due diligence

Our commitment extends to supporting small and medium-sized enterprises (SMEs) and voluntary, community, and social enterprises (VCSEs) in their due diligence efforts. We will evaluate our current assessment methods and provide tailored support to these organizations, helping them strengthen their practices and align with our ethical standards.

Our Modern Slavery Task Force will continue to meet monthly to monitor activities, best practices, and compliance

Our dedicated Modern Slavery Task Force will continue its monthly meetings to oversee our activities, share the best practices, and ensure compliance with our policies. This task force plays a crucial role in driving our anti-slavery initiatives and ensuring we remain vigilant and proactive in our efforts.

Continuing to refresh and deliver training on modern slavery to key groups, including higher-risk contracts and procurement teams

Training and awareness are a cornerstone of our strategy to combat modern slavery. We will continue to update and deliver targeted training sessions to key groups, particularly those involved in higher-risk contracts and procurement. This ongoing education will ensure our teams are well-equipped to identify and address MSHT risks effectively.

This statement confirms that no indicators of forced labour, as defined by the International Labour Organization (ILO), were identified within Mitie's operations or supply chain during the reporting period. These indicators include abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working and living conditions, and excessive overtime. This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Mitie Group plc's slavery and human trafficking statement for the financial year ending 31 March 2025, as approved by the Board of Directors.

Phil Bentley

Chief Executive, Mitie Group plc

30 September 2026