



4 October 2012
MITIE Group PLC

MITIE's initiatives on gender diversity

As an organisation with the only Asian female Chief Executive in the FTSE250, and one that aspires to join the FTSE 100, MITIE recognises that attracting future female talent is of key importance. A series of initiatives to improve its culture for women have been introduced in recent years.

MITIE has introduced a variety of programmes to encourage women to return to work after taking maternity leave and to help women maintain a career, including:

- Supporting flexible working hours and a flexi-leave system
- Enabling home working and a compressed working fortnight option
- Providing childcare vouchers and additional annual leave purchase schemes
- Offering a maternity coaching programme for senior HR professionals

Gender diversity in recruitment is also a strong focus, for example through:

- Embarking on a targeted recruitment campaign to encourage women into engineering apprenticeships.
- Launching a graduate scheme in 2010 to attract the best talent available, with an aim for equal gender split
- Holding twice-yearly Employee Forums which discuss gender achievements, progress and initiatives

MITIE has a dedicated diversity board, as well as an equality, diversity and inclusion policy which has developed a number of initiatives:

- Held the inaugural Diversity Week in 2011, which included presentations from board level executives as well as a number of forums and events to raise awareness of diversity and equality issues
- Appointed a diversity steering group that is externally chaired and consists of representatives from across the business
- Made managers accountable for implementing gender programmes initiated by Diversity champions across the business

Mentoring is also recognised as essential to supporting a pipeline of female talent, with recent developments including:

- Introduced a mentoring programme for rising female stars
- The CEO has set up and remains involved in a mentoring circle for black, Asian and minority ethnic female staff
- The Group Finance Director sponsors a newly developed executive mentoring programme for the finance function and has also achieved a 100% maternity returner rate within her direct reports, which is subsequently being cascaded throughout the business

MITIE places huge importance on delivering a supportive and inclusive environment for its staff and these are just a number of measures that form part of the group's efforts to attract more female employees.

Ruby McGregor-Smith CBE, Chief Executive of MITIE Group PLC said: "MITIE is a fast-growing and ambitious company and will only reach its potential if it makes the most of all the talent within the company, including women. By making sure that we have the right environment and support for our female staff we will succeed together as a company."