

THE MITIE FOUNDATION

England & Wales · Charity number 1148858

Details

Status Registered

Legal form Charitable company

Company number [08107587](#)

Registered 2012-09-06

Register [View on the Charity Commission register](#)

Contact

Address Mitie
Level 12
The Shard
32 London Bridge Street
London

Phone 07788301555

Email Foundation@mitie.com

Website <http://www.mitie.com/sustainability/the-mitie-foundation>

Activities

Objects: THE OBJECTS OF THE FOUNDATION ARE TO FURTHER SUCH OBJECTS OR PURPOSES WHICH ARE EXCLUSIVELY CHARITABLE ACCORDING TO THE LAW OF ENGLAND AND WALES IN ANY PART OF THE WORLD AND IN SUCH MANNER AS THE TRUSTEES MAY IN THEIR ABSOLUTE DISCRETION THINK FIT.

Activities: The MITIE Foundation is focused on creating opportunities for people of all backgrounds to join the world of work, by raising aspirations and unlocking people's true potential. The Foundation's work centres around three main areas of focus: Enhancing employability and encouraging enterprise; Inspiring young people; Volunteering and community regeneration.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£417,176	£367,861	-	-
2024-03-31	£315,615	£373,057	-	-
2023-03-31	£244,906	£254,665	-	-
2022-03-31	£227,626	£174,215	-	-
2021-03-31	£160,151	£160,384	-	-

Trustees

Name	Role	Appointed
Ommasalma Shah	Chair	2023-05-31
Kathryn Elizabeth Dolan		2025-05-14
Mitchell Louise Sims		2026-05-18
Navinder Singh Kalley		2021-05-20

Accounts

THE MITIE FOUNDATION
(A company limited by guarantee)
ANNUAL REPORT & FINANCIAL STATEMENTS
31 March 2025

Company Registration Number 08107587
Charity Number 1148858

THE MITIE FOUNDATION
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 MARCH 2025

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THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

The directors/trustees present their annual report and audited financial statements of The Mitie Foundation ("the Foundation") for the year ended 31 March 2025. This report and the financial statements have been prepared in accordance with the provisions applicable to small companies entitled to the small companies' exemption and in accordance with the accounting policies set out on pages 14 and 15.

The legal and administrative details set out on page 9 form part of this report. The financial statements comply with the current statutory requirements, the Foundation's memorandum and articles of association and the Statement of Recommended Practice FRS102. The financial statements have been prepared under the historical cost convention, in accordance with applicable accounting standards and the Companies Act 2006.

Structure, governance and management

The Foundation is a company limited by guarantee and its directors, for the purposes of company law are also trustees for the purposes of charity law and those who served during the year and to date are shown on page 9. For the purposes of this report they will be referred to as trustees.

The Foundation was incorporated on 15 June 2012, registered as a charity on 6 September 2012 and began its activities on 1 April 2013.

On appointment, new trustees are fully briefed on the objectives of the Foundation and their role as trustees. They are also provided with a copy of the Charity Commission Guidance for trustees and a copy of the Foundation's memorandum and articles of association.

Trustees give their time voluntarily and receive no remuneration or other benefits. Trustees are required to disclose all relevant interests and withdraw from decisions where a conflict of interest arises.

There must be a minimum of two trustees but no more than nine. Up to three trustees may be appointed by Mitie Group plc ("Mitie") by way of written notice to the Foundation. All current trustees have been appointed by the decision of trustees.

The trustees are responsible for determining the overall strategy of the Foundation, however they delegated managerial oversight responsibilities to Jasmine Hudson up to 31 March 2025 and Kathryn Dolan from 1 April 2025. Key management personnel are determined to be the trustees and the Head of the Foundation. As all Foundation staff are seconded to The Mitie Foundation from Mitie Group plc; no staff, including key management personnel are directly paid by The Mitie Foundation. Employment benefits for the seconded Head of the Foundation, as key management, are determined through internal Mitie Group plc pay review processes.

The trustees have considered the major risks to which the Foundation is exposed. These have been reviewed and systems and procedures have been established to manage those risks. An example of an identified risk is lack of investment. In the event of insufficient funding and resource investment, the long term viability of the Foundation and the work it undertakes could be compromised. This could cause reputational damage as it would harm Mitie's sustainability framework.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

Objectives and activities

The Foundation's vision is to raise aspirations and unlock people's true potential. The objectives of the Foundation, as set out in its articles of association, are broad, allowing the charity to carry on any charitable activity within the law.

Currently the Foundation has three main objectives:

- To enhance employability
- Support community through Volunteering
- Provide sustainable Employment opportunities for underrepresented groups

Enhancing employability

Helping people with barriers to employment and social mobility is the core aim of the Foundation. The Foundation works in partnership with Job Centre Plus ("JCP") and others, to deliver employability programmes (Ready2Work) which give people a chance to demonstrate their skills, primarily through on the job work experience.

The Foundation uses its relationship with Mitie businesses, clients and suppliers, as well as other organisations to secure appropriate work placements for candidates and helps them seek employment at the end of the course. On all work programmes, candidates receive coaching and support from the Foundation team, specifically focussing on identifying transferable employability skills and making sure their CVs reflect these. The candidates on the Ready2Work programme also benefit from a pre-employment training week, run by the Foundation team, which is designed to clarify workplace expectations and encourage participants to step outside their comfort zone and to develop confidence and communication skills.

Ready2Work programmes improve social mobility in local communities by supporting people with disabilities, refugees, people with convictions and other groups with specific barriers to employment and is also available to support Mitie employees' friends and family who may have barriers to employment.

Together with our partner organisations and charities, the Mitie Foundation has created three additional variations of Ready2Work. These programmes are tailored to the needs of candidates who face specific challenges in showcasing their ability and potential. Ready2Work – Enable, the Enable programme assists participants with a disability or learning difficulties, and also supports both Mitie and the organisation's clients in providing such candidates with sustainable employment. Mitie Foundation is Disability Confident level 2.

Supporting Community Through Volunteering

Mitie is committed to enriching the communities in which we operate. In support of this, the Foundation manages the company's employee volunteering programme, Giving Back. Salaried Mitie colleagues are encouraged to use their 10 volunteering hours to support causes in their locality. Hourly paid colleagues can also take part, upon client agreement and on a case-by-case basis.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

Mitie colleagues can choose to support a cause that matters to them. This can include programmes delivered by the Mitie Foundation, opportunities with our charity partners and those housed on the Do-IT platform. The variety ensures we can offer an exciting range of impactful volunteering options.

Mitie made a significant five year pledge which ended in March 2025 by committing 10 hours volunteering to Mitie Salaried colleagues. Mitie colleagues delivered 32,512 hours of meaningful volunteering in 2025. Delivering 8,832 hours above the target.

FY24-25 the business had a target of 23,680, we surpassed this by delivering 32,512 volunteering hours.

Full 5-year breakdown below:

Year	Target hours	Achieved
FY20/21	8,000	8,098
FY21/22	12,400	14,650
FY22/23	16,320	19,298
FY23/24	20,720	25,130
FY24/25	23,680	32,512

Colleagues are also encouraged to engage in fundraising activities, raising finances for community initiatives and charity partners. The planning and delivery of fundraising activities delivered in Mitie time also contributes towards Mitie's volunteering objectives.

Providing Sustainable Employment

To encourage talent from the Foundation initiatives and partners, we are now better linked with Resourcing for both volume and specialist roles across the Mitie Business. Via our applicant tracking system, PageUp (formerly eArcu), we have launched a private career page available only to partnered referral providers/charities. Applications made from Mitie Foundation participants are now identifiable at "source" on PageUp and will automatically be moved into "under review" status. As a hiring manager we ask that all Foundation applicants who meet the minimum criteria are offered interviews.

Now our recording processes are fully launched and accurate, we can actively track from application to day one start across the business. These outcomes are measured through the Foundation dashboard showing our Foundation candidates from day one of starting in role. The dashboard shares monthly data with our senior leaders, ensuring full transparency and awareness, and can be accessed at team/account level. By engaging with the Foundation's initiatives and utilising the talent pool we provide, we can diversify our workforce and improve social mobility within the communities we operate.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

Social Value Managers and Network of Champions

A network of over 10 Social Value Managers and various champions including Strategic Account Directors across all Mitie business divisions has been established to help to communicate the Foundation's activities and Social Value. Many of these ambassadors are also involved in supporting Mitie forums designed to support diversity and inclusion and have been organised into local networks and effectively act as the Foundation's voice within the businesses, encouraging their work colleagues and in some cases their clients to take part in organised volunteering events.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities. In particular the trustees consider how planned activities will contribute to the Foundation's aims and the objectives they have set and have therefore complied with the duty in section 17 of the Charities Act 2011.

Taking into account the Foundation's achievements and beneficiaries as described below, the trustees confirm that due regard has been paid to the public benefit guidance published by the Charity Commission.

Achievements and performance

Following a restructure of the Foundation, the team have agreed and delivered a new Strategy and focus to becoming more aligned to the Mitie business and its Social Value commitments. Supporting 3 of the 5 core Social Value pillars, the Foundation provide quarterly updates to the Environmental, Social & Governance (ESG) Committee, chaired by Salma Shah.

Below are examples of activities during FY24-25, within the Foundation's Core Pillars.

Enhancing employability

Ready2Work

Details of the programmes delivered can be found below.

Ready2Work	Completed	Gained employment	As a %
London Enable	8	2	25%
Cumbria	5	5	100%
London Enable 2	1	1	100%
London Standard	4	1	25%
London Standard Security	8	5	62.5%
London Cleaning Academy	4	2	50%
Manchester Standard	5	1	20%
Manchester Standard Security	3	2	67%
Total	38	16	42%

THE MITIE FOUNDATION
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 MARCH 2025

Updated -

Programme	Region	Programme Launch Date	Programme End Date	Programme Status	Number of delegates	Number of completions	Number securing Employment	Programme Conversion rate
Enable	London	29 th April	5 th July	Completed	6	5	2	40%
Standard	London – St Georges Hospital	22 nd July	13 th September	Completed	7	3	2	66.67%
Standard Security	Nottingham (HMRC)	16 th September	18 th October	Completed	9	2	2	100%
Standard Security	Enfield London	23 rd September	18 th October	Completed	8	8	8	100%
Standard Security	London (HMRC)	28 th October	20 th December	Completed	8	2	1	50%
Standard Engineering	London	28 th October	13 th December	Completed	1	1	0	0%
Standard Cleaning Academy	Leeds	25 th November	13 th December	Completed	4	4	1	25%
Standard Security	London (TFL)	25 th November	20 th December	Completed	10	3	0	0%
Standard Security	Southampton	25 th November	24 th January	Completed	6	0	0	0%
Standard	Edinburgh	2 nd December	20 th December	Completed	5	4	1	25%
Standard	Bordon	3 rd February	April	Completed	4	0	0	0%
Standard Security	Cumbria	10 th February	7 th March	Completed	9	9	9	100%
Standard Security	Birmingham	17 th February	April	In progress	9	2	2	100%
Standard Security	London (TFL)	24 th February	April	Completed	3	2	1	50%
Standard Cleaning Academy	Blackpool	31 st March	4 th April	Completed	18	18	13	72%

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

Volunteering

Year 5 target 23,680 hours – **32,512 hours achieved (137%)**

Mitie colleagues have shown immense dedication to our long-standing campaigns like Mitie Spring Cleaning, Macmillan, and Poppy Day. But that's not all – they also embraced new initiatives with great enthusiasm. For instance, in our Blood Donation campaign, colleagues donated an impressive 424 pints of blood. Additionally, through the Gift of Time campaign, we encouraged everyone to volunteer for causes close to their hearts, making a personal and meaningful impact.

Last year, we also celebrated new collaborations with some fantastic organizations. We partnered with Bristol Zoo, enhancing our efforts in wildlife conservation and education. We also joined forces with 'if Only Charity', which supports survivors of childhood sexual abuse, and Think Forward, a charity providing long-term coaching to young adults entering the workforce. These partnerships align perfectly with our mission to support diverse and impactful causes.

Royal British Legion - Poppy Appeal

In keeping with our commitment to the Armed Forces, colleagues up and down the country volunteered their time to support the Royal British Legion at their City Poppy Day fundraisers. In FY25, we helped to raise over £142,000 at London Bridge and Waterloo stations directly to the Royal British Legion Charity. Mitie colleagues have supported the sale of poppies at Waterloo station since 2014, and our presence typically makes up around 15% of the total volunteers on site.

Do-IT launch

Do-IT our employee volunteering platform, houses thousands of volunteering opportunities and is the process for recording impact. Do-IT was revamped piloted with volunteer leads across the business in February and then fully launched in March.

Fundraising Total

We are reviewing the fundraising protocol in the Foundation.

Providing Sustainable Employment

In 2025, Mitie recruited 256 individuals through the Mitie Foundation with support from our referral partners. Via the ATS system, we can gain further insights and data around the application process, highlighting key areas of 'Breakdown' in applications, such as incomplete profiles, rejection from hiring managers. This enables Mitie Foundation to provide feedback to our referral partners and challenge hiring managers if minimum requirements for the role have been met. It also means we can give feedback to the referral partners on the applications coming through the system.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

Financial review

The Foundation received donated services of £410,835 (2024: 245,037) from Mitie and £5,000 (2024: £70,578) from external sources. This has enabled it to deliver its activities as outlined in the achievements and performance section below and resulted in a surplus of £49,315 (2024: deficit of £57,442). The trustees consider the results of the Foundation to be satisfactory.

The Foundation's policy is to hold no reserves as the operating costs of the Foundation are budgeted within and paid by Mitie. Funding sources are predominately from Mitie, either in the form of company gift or through donations raised through staff initiatives.

As at 31 March 2025, the unrestricted funds held that also described the free reserves of the charity were £73,492 (2024: £24,177).

Statement about fundraising activity

Whilst the majority of the funding for the Foundation is provided by Mitie Group plc, some fundraising activity does provide additional financial benefit.

No professional organisation or individual was used to raise funds, and therefore the Foundation has not felt obligated to subscribe to any fundraising standards, schemes or regulations.

We have received no complaints relating to any fundraising activity, and all transactions have passed through our finance team and we do not approach the general public or place undue pressure on people to give money to the Foundation.

Future Plans

The Foundation will be looking to deliver the following:

- 15 x Ready2Work programmes from April to March 26
- 25,000 hours of volunteering by Mitie Colleagues
- 400 day 1 starts sources from Mitie Foundation talent pools

THE MITIE FOUNDATION

REFERENCE & ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2025

Trustees' responsibilities statement

The trustees (who are also directors of The Mitie Foundation for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Pursuant to Section 487 of the Companies Act 2006, the independent examiner will be deemed to be reappointed and Burton Sweet Limited will therefore continue in office.

Approved by the Board on 6th October 2025 and signed on its behalf by:

Kathryn Dolan

Kathryn Dolan
Trustee

THE MITIE FOUNDATION

REFERENCE & ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2025

Directors/Trustees

Andrew Eastwood	Resigned 30 June 2025
Rebecca Faulkner	Resigned 24 September 2024
Jasmine Hudson	Resigned 31 March 2025
Navinder Kalley	
Michael Gibson	
Ommasalma Shah	
Teresa Gibbs	Appointed 24 September 2024
Kathryn Dolan	Appointed 14 May 2025

For the period 1 April 2024 to 31 March 2025 the trustees delegated managerial oversight of the Mitie Foundation to Jasmine Hudson, and Kathryn Dolan from 1 April 2025.

Secretary

Mitie Company Secretarial Services Limited

Registered office

Level 12 The Shard,
32 London Bridge Street,
London,
England,
SE1 9SG

Company number 08107587

Charity number 1148858

Bankers

Lloyds
55 Corn Street
Bristol

Solicitors

Osborne Clarke
2 Temple Back East
Temple Quay
Bristol

Independent Examiner

Joshua Kingston BSc ACA
Burton Sweet Limited, Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Burton
Bristol BS48 1UR

THE MITIE FOUNDATION
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31 MARCH 2025

Independent examiner's report to the trustees of The Mitie Foundation ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Joshua Kingston

Joshua Kingston BSc ACA
Burton Sweet Limited, Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 6th October 2025

THE MITIE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2025

		Total Funds 2025 £	Total Funds 2024 £
Income from:	Note		
Donations	2	415,835	315,615
Investment income		1,341	-
Total income		<u>417,176</u>	<u>315,615</u>
Expenditure on:			
Charitable activities	3	367,861	373,057
Total expenditure		<u>367,861</u>	<u>373,057</u>
Net income/(expenditure) and net movement in funds	5	49,315	(57,442)
Total funds at start of year	10	24,177	81,619
Total funds at end of year	10	<u>73,492</u>	<u>24,177</u>

There are no recognised gains or losses for the current or preceding year other than as stated in the Statement of Financial Activities.

The results for the period are wholly attributable to the continuing operations of the Foundation.

All movement in funds in the year and prior year are in unrestricted funds.

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION

BALANCE SHEET

AS AT 31 MARCH 2025

Company number: 08107587

	Note	2025 £	2024 £
Current assets			
Debtors	8	10,313	11,500
Cash at bank and in hand		68,141	17,189
		<u>78,454</u>	<u>28,689</u>
Liabilities			
Creditors : amounts falling due within one year	9	(4,962)	(4,512)
Net current assets		<u>73,492</u>	<u>24,177</u>
Net assets		<u>73,492</u>	<u>24,177</u>
Funds of the charity			
Unrestricted funds	10	73,492	24,177
Total funds		<u>73,492</u>	<u>24,177</u>

For the year ending 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements of The Mitie Foundation were approved by the Board of Trustees on ..6th October 2025..... and are signed on their behalf by:

Kathryn Dolan

Kathryn Dolan
Trustee

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION
CASH FLOW STATEMENT
YEAR ENDED 31 MARCH 2025

	2025	2024
	£	£
Net cash inflow from operating activities	50,952	(68,654)
Net cash inflow for the year	<u>50,952</u>	<u>(68,654)</u>

Reconciliation of net movement in funds to net cash inflow from operating activities

	2025	2024
	£	£
Statement of Financial Activities: Net movement in funds	49,315	(57,442)
Increase / (decrease) in creditors: current liabilities	450	288
Decrease / (increase) in debtors	1,187	(11,500)
Net cash (outflow)/inflow from operating activities	<u>50,952</u>	<u>(68,654)</u>

Analysis of changes in cash during the year

	2025	2024	Change
	£	£	£
Cash at bank and in hand	<u>68,141</u>	<u>17,189</u>	<u>50,952</u>
	2024	2023	Change
	£	£	£
Cash at bank and in hand	<u>17,189</u>	<u>85,843</u>	<u>(68,654)</u>

Cashflow Restrictions

Charity law prohibits the use of net cash inflows on any endowed or other restricted fund to offset net cash outflows on any fund outside its own objects, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 14 to 18 form part of these financial statements

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the historical cost convention (except where otherwise stated in the accounting policy note) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

As more fully detailed in the trustees' report, the Trustees consider that there are no material uncertainties affecting the ability of the charity to continue as a going concern and the financial statements have therefore been prepared on the going concern basis. The charity is a public benefit entity as defined under FRS102.

The principal accounting policies are summarised below. They have been applied consistently throughout the year and the preceding year.

Income

Income is included when receivable. Income from tax that can be reclaimed on donations is included at the same time as the gift to which it relates. Income comprises of:

Donations

Donations are included in the Statement of Financial Activities when the charity is legally entitled to the income, when the amount can be quantified with reasonable accuracy and receipt is probable.

Donated services and facilities

Donated services and facilities represents the estimated financial cost borne by Mitie in providing seconded staff and other management and administrative services. This value represents the amount that the trustees would pay on the open market for the services and facilities that would provide equivalent benefit to the charity.

Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis when incurred and includes attributable VAT which cannot be recovered.

Expenditure comprise of the following:

Charitable expenditure - being those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries.

Grant funding of activities - included within charitable expenditure, these are awarded to further the purposes of the charity.

Grants awarded - treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Support costs - being costs of an indirect nature necessary to support the activities of the charitable company.

Governance costs - being costs associated with meeting the constitutional and statutory requirements of the charity.

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2025

1 Accounting policies (*continued*)

Fund accounting

Unrestricted funds are expendable at the discretion of the Trustees, in the furtherance of the objects of the charity.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

Cash and cash equivalents

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

2 Income from: Donations

	Total Funds 2025 £	Total Funds 2024 £
Donated services and facilities from Mitie	410,835	245,037
General donations	5,000	70,578
	<u>415,835</u>	<u>315,615</u>

All donations received in the prior year were unrestricted.

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2025

3 Expenditure on: Charitable activities

	Total 2025 £	Total 2024 £
Employee costs	215,790	170,484
Travel and subsistence	65,217	32,643
Other support costs	25,564	48,168
Governance costs	1,970	(6,183)
Subscriptions	4,004	64,256
Grants payable (note 4)	55,316	63,689
	367,861	373,057

4 Grants payable analysis

The total grants awarded during the year was as follows:

	2025 £	2024 £
Dementia UK	26,508	-
Macmillan Cancer Support	26,508	-
Givefundraising	1,800	-
British Heart Foundation	-	22,459
Prostate Cancer	-	22,459
Gailes Hotel	-	13,387
McKenna Media Group	-	4,885
Other grants under £1,000	500	499
	55,316	63,689

5 Net income/(expenditure) for the year

This is stated after charging:

	2025 £	2024 £
Independent Examiner's remuneration	4,962	4,512

No Trustee received any remuneration or travel expenses in respect of their services during the year (2024: None).

Aggregate donations from Trustees, key management personnel, and other related parties was £Nil (2024: £nil).

THE MITIE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

6 Staff costs and numbers

The Foundation does not directly employ any staff, however on average, four Mitie Group Plc employees were seconded to the Foundation during the year (2024: four).

Staff costs relating to these seconded staff were as follows:

	2025	2024
	£	£
Wages & salaries	182,859	146,967
Social security costs	20,340	16,390
Pension contributions	12,591	6,646
Redundancy	-	481
	<u>215,790</u>	<u>170,484</u>

The total employment benefits received by trustees and key management personnel for their services to the charity were £nil (2024: £nil) in the year. Trustees can be remunerated by Mitie Group, but are not remunerated for their role in the Foundation.

No employee received emoluments of more than £60,000 in the current or prior year.

7 Taxation

The charity is exempt from corporation tax on its charitable activities.

8 Debtors

	2025	2024
	£	£
Prepayments and accrued income	10,313	11,500
	<u>10,313</u>	<u>11,500</u>

9 Creditors: amounts falling due within one year

	2025	2024
	£	£
Accruals and deferred income	4,962	4,512
	<u>4,962</u>	<u>4,512</u>

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2025

10 Movement in funds

For the year ended 31 March 2025

	At 1 Apr 2024 £	Income £	Expenditure £	At 31 Mar 2025 £
Unrestricted funds				
General funds	24,177	417,176	(367,861)	73,492
Total funds	<u>24,177</u>	<u>417,176</u>	<u>(367,861)</u>	<u>73,492</u>

For the year ended 31 March 2024

Restated	At 1 Apr 2023 £	Income £	Expenditure £	At 31 Mar 2024 £
Unrestricted funds				
General funds	81,619	315,615	(373,057)	24,177
Total funds	<u>81,619</u>	<u>315,615</u>	<u>(373,057)</u>	<u>24,177</u>

11 Related party transactions

The Foundation has a related party relationship with Mitie Group Plc ("Mitie") as Mitie has the power to appoint up to three board members to the Foundation. Additionally, seven of the seven (2024: seven of the seven) trustees active in the period to the date of signing the accounts were either employees or directors of Mitie in the year. Mitie are the major funders of Foundation, and the Foundation second their operational staff from Mitie. During the year the Foundation received donations of £nil (2024: £nil) and gifts of services, staff and facilities of £410,835 (2024: £245,037) from Mitie. At the end of the period £nil (2024: £nil) was due from Mitie and £nil (2024: £nil) was held within creditors as an amount accrued to Mitie.

There were no further related party transactions in the year or prior year other than recorded elsewhere in the accounts.

12 Capital commitments

The Foundation had no capital commitments as at 31 March 2025 (2024: None).

13 Liability of members

The Mitie Foundation is a company limited by guarantee. In the event of winding up, the maximum amount guaranteed to be contributed by each member is £1.

THE MITIE FOUNDATION

England & Wales - Charity number 1148858

Accounts

THE MITIE FOUNDATION
(A company limited by guarantee)
ANNUAL REPORT & FINANCIAL STATEMENTS
31 MARCH 2024

Company Registration Number 08107587
Charity Number 1148858

THE MITIE FOUNDATION
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 MARCH 2024

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THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

The directors/trustees present their annual report and independently examined financial statements of The Mitie Foundation ("the Foundation") for the year ended 31 March 2024. This report and the financial statements have been prepared in accordance with the provisions applicable to small companies entitled to the small companies' exemption and in accordance with the accounting policies set out on pages 14 and 15.

The legal and administrative details set out on page 9 form part of this report. The financial statements comply with the current statutory requirements, the Foundation's memorandum and articles of association and the Statement of Recommended Practice FRS102. The financial statements have been prepared under the historical cost convention, in accordance with applicable accounting standards and the Companies Act 2006.

Structure, governance and management

The Foundation is a company limited by guarantee and its directors, for the purposes of company law are also trustees for the purposes of charity law and those who served during the year and to date are shown on page 9. For the purposes of this report they will be referred to as trustees.

The Foundation was incorporated on 15 June 2012, registered as a charity on 6 September 2012 and began its activities on 1 April 2013.

On appointment new trustees are fully briefed on the objectives of the Foundation and their role as trustees. They are also provided with a copy of the Charity Commission Guidance for trustees and a copy of the Foundation's memorandum and articles of association.

Trustees give their time voluntarily and receive no remuneration or other benefits. Trustees are required to disclose all relevant interests and withdraw from decisions where a conflict of interest arises.

There must be a minimum of two trustees but no more than nine. Up to three trustees may be appointed by Mitie Group plc ("Mitie") by way of written notice to the Foundation. All current trustees have been appointed by the decision of trustees.

The trustees are responsible for determining the overall strategy of the Foundation, however they delegated managerial oversight responsibilities to Jasmine Hudson. Key management personnel are determined to be the trustees and the Head of the Foundation. As all Foundation staff are seconded to The Mitie Foundation from Mitie Group plc; no staff, including key management personnel are directly paid by The Mitie Foundation. Employment benefits for the seconded Head of the Foundation, as key management, are determined through internal Mitie Group plc pay review processes.

The trustees have considered the major risks to which the Foundation is exposed. These have been reviewed and systems and procedures have been established to manage those risks.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

Objectives and activities

The Foundation's vision is to raise aspirations and unlock people's true potential. The objectives of the Foundation, as set out in its articles of association, are broad, allowing the charity to carry on any charitable activity within the law.

Currently the Foundation has three main objectives:

- To enhance employability
- Support community through Volunteering
- Provide sustainable Employment opportunities for underrepresented groups

Enhancing employability

Helping people with barriers to employment and social mobility is the core aim of the Foundation. The Foundation works in partnership with Job Centre Plus ("JCP") and others, to deliver employability programmes (Ready2Work) which give people a chance to demonstrate their skills, primarily through on the job work experience.

The Foundation uses its relationship with Mitie businesses, clients and suppliers, as well as other organisations to secure appropriate work placements for candidates and helps them seek employment at the end of the course. On all work programmes, candidates receive coaching and support from the Foundation team, specifically focussing on identifying transferable employability skills and making sure their CVs reflect these. The candidates on the Ready2Work programme also benefit from a pre-employment training week, run by the Foundation team, which is designed to clarify workplace expectations and encourage participants to step outside their comfort zone and to develop confidence and communication skills.

Ready2Work programmes improve social mobility in local communities by supporting people with disabilities, refugees, people with convictions and other groups with specific barriers to employment and is also available to support Mitie employees' friends and family who may have barriers to employment.

Together with our partner organisations and charities, the Mitie Foundation has created three additional variations of Ready2Work. These programmes are tailored to the needs of candidates who face specific challenges in showcasing their ability and potential. Ready2Work – Military Aligned with Mitie's proud commitment to the Armed Forces Covenant, the Ready2Work Military programme supports veterans in finding civilian roles in facilities management. Mitie recognises that servicemen and women have unique skills and training that can add real value to the business. Ready2Work – Enable, the Enable programme assists participants with a disability or learning difficulties, and also supports both Mitie and the organisation's clients in providing such candidates with sustainable employment.

Supporting Community Through Volunteering

Mitie is committed to enriching the communities in which we operate. In support of this, the Foundation manages the company's employee volunteering programme, Giving Back. Salaried Mitie colleagues are encouraged to use their 10 volunteering hours to support causes

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

in their locality. Hourly paid colleagues can also take part, upon client agreement and on a case-by-case basis.

Mitie colleagues can choose to support a cause that matters to them. This can include programmes delivered by the Mitie Foundation, opportunities with our charity partners and those housed on the Do-IT platform. The variety ensures we can offer an exciting range of impactful volunteering options.

Mitie has made a significant five-year pledge by committing to 20,720 employee volunteering hours during financial year 23/24, increasing to 23,680 hours by 24/25.

FY23-24 the business had a target of 20,720, we surpassed this by delivering 25,130 volunteering hours.

Full 5-year breakdown below:

Year	Target hours	Achieved
FY20/21	8,000	8,098
FY21/22	12,400	14,650
FY22/23	16,320	19,298
FY23/24	20,720	25,130
FY24/25	23,680	Ongoing

Colleagues are also encouraged to engage in fundraising activities, raising finances for community initiatives and charity partners. The planning and delivery of fundraising activities delivered in Mitie time also contributes towards Mitie's volunteering objectives.

Providing Sustainable Employment

To encourage talent from the Foundation initiatives and partners, we are now better linked with Resourcing for both volume and specialist roles across the Mitie Business. Via our applicant tracking system, eArcu, we have launched a private career page available only to partnered referral providers/charities. Applications made from Mitie Foundation participants are now identifiable at "source" on eArcu and will automatically be moved into "under review" status. As a hiring manager we ask that all Foundation applicants who meet the minimum criteria are offered interviews.

Now our recording processes are fully launched and accurate, we can actively track from application to day one start across the business. These outcomes are measured through the Foundation dashboard showing our Foundation candidates from day one of starting in role. The dashboard shares monthly data with our senior leaders, ensuring full transparency and awareness, and can be accessed at team/account level. By engaging with the Foundation's initiatives and utilising the talent pool we provide, we can diversify our workforce and improve social mobility within the communities we operate.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

Social Value Managers and Network of Champions

A network of over 8 Social Value Managers and various champions including Strategic Account Directors across all Mitie business divisions has been established to help to communicate the Foundation's activities and Social Value. Many of these ambassadors are also involved in supporting Mitie forums designed to support diversity and inclusion and have been organised into local networks and effectively act as the Foundation's voice within the businesses, encouraging their work colleagues and in some cases their clients to take part in organised volunteering events.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities. In particular the trustees consider how planned activities will contribute to the Foundation's aims and the objectives they have set and have therefore complied with the duty in section 17 of the Charities Act 2011.

Taking into account the Foundation's achievements and beneficiaries as described below, the trustees confirm that due regard has been paid to the public benefit guidance published by the Charity Commission.

Achievements and performance

Following a restructure of the Foundation, the team have agreed and delivered a new Strategy and focus to becoming more aligned to the Mitie business and its Social Value commitments. Supporting 3 of the 5 core Social Value pillars, the Foundation provide quarterly updates to the Environmental, Social & Governance (ESG) Committee, chaired by Salma Shah.

Below are examples of activities during FY23-24, within the Foundation's Core Pillars.

Enhancing employability

Ready2Work

Details of the programmes delivered can be found below.

Ready2Work	Completed	Gained employment	As a %
London Enable	8	2	25%
Cumbria	5	5	100%
London Enable 2	1	1	100%
London Standard	4	1	25%
London Standard Security	8	5	62.5%
London Cleaning Academy	4	2	50%
Manchester Standard	5	1	20%
Manchester Standard Security	3	2	67%
Total	38	16	42%

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

Volunteering

Year 4 target 20,720 hours – **25,130 hours achieved (121.37% target)**

Big Mitie Spring clean

The Big Mitie Spring clean delivered 778 volunteering hours. Social value return on investment £143,101. This figure comprises our social return on investment, calculated from Mitie colleagues spending their volunteering time on projects to enhance and protect the environment during FY24.

Career Ready

Career Ready are a Social Mobility charity that actively targets schools in disadvantaged areas, providing an opportunity for all students to flourish.

The programme contains 2 key elements:

Mentoring

- 12 months, January - December
- 1-1 meetings, a blend of virtual & face to face

A 4-week Paid Internship

- Between June and July (Summer Holidays)
- Paid at Foundation Living Wage £9.90 p/h (£11.05 p/h London)

11 interns joined Mitie in the summer, opening their eyes to the variety of roles available in Facilities Management and completed their internships.

Royal British Legion - Poppy Appeal

In keeping with our commitment to the Armed Forces, colleagues up and down the country volunteered their time to support the Royal British Legion at their City Poppy Day fundraisers. In FY24, we helped to raise over £142,000 at London Bridge and Waterloo stations directly to the Royal British Legion Charity. Mitie colleagues have supported the sale of poppies at Waterloo station since 2014, and our presence typically makes up around 15% of the total volunteers on site.

Do-IT launch

Do-IT our employee volunteering platform, houses thousands of volunteering opportunities and is the process for recording impact. Do-IT was revamped and piloted with volunteer leads across the business in February and then fully launched in March.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

Fundraising Total

We fundraised £110,000 in FY24 for our partnership charities, with a social value return on investment £221,640. This figure comprises our social return on investment, calculated from fundraising £110,000 during FY24 for local and national charities. Group-wide volunteering events that we have supported in FY24 include the following:

- The Poppy Appeal Each year, our colleagues support the Royal British Legion across the UK. In FY24, we helped to raise over £142,000 at London Bridge and Waterloo stations. Mitie colleagues have supported the sale of poppies at Waterloo station since 2014, and our presence typically makes up around 15% of the total volunteers on site.
- Hiking challenge in July 2023, a group of 40 walkers from across our Co-op Property Team and its supply chain partners took on a huge challenge of walking 52 miles around the Lake District, climbing over 9,000ft in just 48 hours. The team spent over 62 hours collectively training for this fundraising trek, and raised £10,800, which was divided between Co-op's charity partner, Barnardo's, together with Mind and the Manchester Food Bank.
- Having a Scottish Ball! Every year Mitie's teams in Scotland put on a Scottish Ball, inviting colleagues, customers and suppliers, and featuring a charity auction. In FY24, 248 prizes were donated for auction with over £5,000 in cash donations, and we raised £54,720 for our selected charities Dementia UK and Macmillan Cancer Support. Mitie has raised more than £350,000 through its Scottish Ball in nine years.
- Macmillan card signing through the Do It platform, the Foundation has been able to advertise Macmillan's 'Thanks to You' card writing campaign, in which they ask volunteers to write letters to their supporters. Ninety-one Mitie employees have signed up and have pledged to write 2,100 cards, and we will continue supporting Macmillan during the annual coffee morning scheduled for September.
- Social value return on investment £811,426. This figure comprises our social return on investment, calculated from hours of volunteering our colleagues dedicated to local and national causes during FY24.

The above fundraising was raised by Mitie Group plc employees, and all money received either went through the Foundation account and distributed to the relevant respective organisation or directly to the respective organisation.

Providing Sustainable Employment

With metrics now in place to capture Foundation hires, March 24' report evidenced we have achieved 425 hires out of our 300 hired target. Via the new Applicant Tracking System we can gain further insights to the application process, highlighting key areas of "breakdown" in applications, such as incomplete profiles or requests for rejection from hiring managers. This enables the Foundation to offer additional support to candidates, provide feedback to our referral partners and challenge hiring managers if minimum requirements for the role have been met.

Financial review

The Foundation received income of £245,037 (2023: 242,935) from Mitie and £70,578 (2023: £43,299) from external sources. This has enabled it to deliver its activities as outlined in the achievements and performance section below and resulted in a deficit of £57,442 (2023: deficit of £9,759). The trustees consider the results of the Foundation to be satisfactory.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

The Foundation's policy is to hold no reserves as the operating costs of the Foundation are budgeted within and paid by Mitie. Funding sources are predominately from Mitie, either in the form of company gift or through donations raised through staff initiatives.

As at 31 March 2024, the unrestricted funds held that also described the free reserves of the charity were £24,177 (2023: £81,619).

Statement about fundraising activity

Whilst the majority of the funding for the Foundation is provided by Mitie Group plc, some fundraising activity does provide additional financial benefit.

No professional organisation or individual was used to raise funds, and therefore the Foundation has not felt obligated to subscribe to any fundraising standards, schemes or regulations.

We have received no complaints relating to any fundraising activity, and all transactions have passed through our finance team and we do not approach the general public or place undue pressure on people to give money to the Foundation.

Future Plans

The Foundation will be looking to deliver the following:

- 15 x Ready2Work programmes from April to March 25'
- 23,680 hours of volunteering by Mitie Colleagues
- 500 day 1 starts sourced from Mitie Foundation talent pools

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

Trustees' responsibilities statement

The trustees (who are also directors of The Mitie Foundation for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Pursuant to Section 487 of the Companies Act 2006, the independent examiner will be deemed to be reappointed and Burton Sweet Limited will therefore continue in office.

Approved by the Board on Nov 13 2024 and signed on its behalf by:

Jasmine Hudson

Jasmine Hudson
Trustee

THE MITIE FOUNDATION

REFERENCE & ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2024

Directors/Trustees

Andrew Eastwood	
Rebecca Faulkner	Resigned 24 September 2024
Jasmine Hudson	
Pradyumna Pandit	Resigned 8 February 2024
Navinder Kalley	
Michael Gibson	
Ommasalma Shah	Appointed 31 May 2023
Teresa Gibbs	Appointed 24 September 2024

The trustees have delegated managerial oversight of the Mitie Foundation to Jasmine Hudson.

Secretary

Mitie Company Secretarial Services Limited

Registered office

Level 12 The Shard,
32 London Bridge Street,
London,
England,
SE1 9SG

Company number 08107587

Charity number 1148858

Bankers

Lloyds
55 Corn Street
Bristol

Solicitors

Osborne Clarke
2 Temple Back East
Temple Quay
Bristol

Independent Examiner

Joshua Kingston BSc ACA
Burton Sweet Limited, Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Burton
Bristol BS48 1UR

THE MITIE FOUNDATION

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 31 MARCH 2024

Independent examiner's report to the trustees of The Mitie Foundation ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Joshua Kingston

Joshua Kingston BSc ACA
Burton Sweet Limited, Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: Nov 13 2024

THE MITIE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2024

		Total Funds 2024	Total Funds 2023 Restated
	Note	£	£
Income from:			
Donations	2	315,615	286,234
Total income		<u>315,615</u>	<u>286,234</u>
Expenditure on:			
Charitable activities	3	373,057	295,993
Total expenditure		<u>373,057</u>	<u>295,993</u>
Net income/(expenditure) and net movement in funds	5	(57,442)	(9,759)
Total funds at start of year	10	81,619	91,378
Total funds at end of year	10	<u>24,177</u>	<u>81,619</u>

There are no recognised gains or losses for the current or preceding year other than as stated in the Statement of Financial Activities.

The results for the period are wholly attributable to the continuing operations of the Foundation.

All movement in funds in the year and prior year are in unrestricted funds.

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION

BALANCE SHEET

AS AT 31 MARCH 2024

Company number: 08107587

	Note	2024 £	2023 £
Current assets			
Debtors	8	11,500	-
Cash at bank and in hand		17,189	85,843
		<u>28,689</u>	<u>85,843</u>
Liabilities			
Creditors : amounts falling due within one year	9	(4,512)	(4,224)
Net current assets		<u>24,177</u>	<u>81,619</u>
Net assets		<u>24,177</u>	<u>81,619</u>
Funds of the charity			
Unrestricted funds	10	24,177	81,619
Total funds		<u>24,177</u>	<u>81,619</u>

For the year ending 31 March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements of The Mitie Foundation were approved by the Board of Trustees on .Nov.13.2024..... and are signed on their behalf by:

Jasmine Hudson

Jasmine Hudson
Trustee

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION
CASH FLOW STATEMENT
YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Net cash inflow from operating activities	(57,154)	(12,724)
Net cash inflow for the year	<u>(57,154)</u>	<u>(12,724)</u>

Reconciliation of net movement in funds to net cash inflow from operating activities

	2024 £	2023 £
Statement of Financial Activities: Net movement in funds	(57,442)	(9,759)
Increase / (decrease) in creditors: current liabilities	288	(3,213)
Decrease / (increase) in debtors	-	248
Net cash (outflow)/inflow from operating activities	<u>(57,154)</u>	<u>(12,724)</u>

Analysis of changes in cash during the year

	2024 £	2023 £	Change £
Cash at bank and in hand	<u>17,189</u>	<u>85,843</u>	<u>(68,654)</u>
	2023 £	2022 £	Change £
Cash at bank and in hand	<u>85,843</u>	<u>98,567</u>	<u>(12,724)</u>

Cashflow Restrictions

Charity law prohibits the use of net cash inflows on any endowed or other restricted fund to offset net cash outflows on any fund outside its own objects, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2024

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the historical cost convention (except where otherwise stated in the accounting policy note) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

As more fully detailed in the trustees' report, the Trustees consider that there are no material uncertainties affecting the ability of the charity to continue as a going concern and the financial statements have therefore been prepared on the going concern basis. The charity is a public benefit entity as defined under FRS102.

The principal accounting policies are summarised below. They have been applied consistently throughout the year and the preceding year.

Income

Income is included when receivable. Income from tax that can be reclaimed on donations is included at the same time as the gift to which it relates. Income comprises of:

Donations

Donations are included in the Statement of Financial Activities when the charity is legally entitled to the income, when the amount can be quantified with reasonable accuracy and receipt is probable.

Donated services and facilities

Donated services and facilities represents the estimated financial cost borne by Mitie in providing seconded staff and other management and administrative services. This value represents the amount that the trustees would pay on the open market for the services and facilities that would provide equivalent benefit to the charity.

Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis when incurred and includes attributable VAT which cannot be recovered.

Expenditure comprise of the following:

Charitable expenditure - being those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries.

Grant funding of activities - included within charitable expenditure, these are awarded to further the purposes of the charity.

Grants awarded - treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Support costs - being costs of an indirect nature necessary to support the activities of the charitable company.

Governance costs - being costs associated with meeting the constitutional and statutory requirements of the charity.

THE MITIE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

1 Accounting policies (*continued*)

Programme related investments

Programme related investments are initially included on the balance sheet at cost. The carrying value is reviewed for impairment on an annual basis.

Fund accounting

Unrestricted funds are expendable at the discretion of the Trustees, in the furtherance of the objects of the charity.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

Cash and cash equivalents

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

2 Income from: Donations

	Total Funds 2024	Total Funds 2023 Restated
	£	£
Donated services and facilities from Mitie	245,037	242,935
General donations	70,578	43,299
	<u>315,615</u>	<u>286,234</u>

All donations received in the prior year were unrestricted.

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2024

3 Expenditure on: Charitable activities

	Total 2024	Total 2023 Restated
	£	£
Employee costs	170,484	141,991
Travel and subsistence	32,643	35,051
Other support costs	48,168	31,049
Governance costs	(6,183)	6,194
Subscriptions	64,256	38,138
Grants payable (note 4)	63,689	43,566
Bad debts expense	-	4
	373,057	295,993

4 Grants payable analysis

The total grants awarded during the year was as follows:

	2024 £	2023 £
McKenna Media Group	4,885	-
British Heart Foundation	22,459	-
Prostate Cancer	22,459	-
Gailes Hotel	13,387	-
Cancer Research UK	-	20,664
NSPCC Childline Scotland	-	20,664
Other grants under £1,000	499	2,238
	63,689	43,566

5 Net income/(expenditure) for the year

This is stated after charging:

	2024 £	2023 £
Independent Examiner's remuneration	4,512	4,224

No Trustee received any remuneration or travel expenses in respect of their services during the year (2023: None).

Aggregate donations from Trustees, key management personnel, and other related parties was £Nil (2023: £nil).

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2024

6 Staff costs and numbers

The Foundation does not directly employ any staff, however on average, four Mitie Group Plc employees were seconded to the Foundation during the year (2023: four).

Staff costs relating to these seconded staff were as follows:

	2024	2023
	£	£
Wages & salaries	146,967	118,779
Social security costs	16,390	14,180
Pension contributions	6,646	9,032
Redundancy	481	-
	<u>170,484</u>	<u>141,991</u>

The total employment benefits received by trustees and key management personnel for their services to the charity were £nil (2023: £nil) in the year. Trustees can be remunerated by Mitie Group, but are not remunerated for their role in the Foundation.

No employee received emoluments of more than £60,000 in the current or prior year.

7 Taxation

The charity is exempt from corporation tax on its charitable activities.

8 Debtors

	2024	2023
	£	£
Prepayments and accrued income	11,500	-
	<u>11,500</u>	<u>-</u>

9 Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals and deferred income	4,512	4,224
	<u>4,512</u>	<u>4,224</u>

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2024

10 Movement in funds

For the year ended 31 March 2024

	At 1 Apr 2023 £	Income £	Expenditure £	At 31 Mar 2024 £
Unrestricted funds				
General funds	81,619	315,615	(373,057)	24,177
Total funds	<u>81,619</u>	<u>315,615</u>	<u>(373,057)</u>	<u>24,177</u>

For the year ended 31 March 2023

	At 1 Apr 2022 £	Income £	Expenditure £	At 31 Mar 2023 £
Restated				
Unrestricted funds				
General funds	91,378	286,234	(295,993)	81,619
Total funds	<u>91,378</u>	<u>286,234</u>	<u>(295,993)</u>	<u>81,619</u>

11 Related party transactions

The Foundation has a related party relationship with Mitie Group Plc ("Mitie") as Mitie has the power to appoint up to three board members to the Foundation. Additionally, seven of the seven (2023: seven of the seven) trustees active in the period to the date of signing the accounts were either employees or directors of Mitie in the year. Mitie are the major funders of Foundation, and the Foundation second their operational staff from Mitie. During the year the Foundation received donations of £nil (2023: £nil) and gifts of services, staff and facilities of £245,037 (2023: £242,935) from Mitie. At the end of the period £nil (2023: £nil) was due from Mitie and £nil (2023: £nil) was held within creditors as an amount accrued to Mitie.

There were no further related party transactions in the year or prior year other than recorded elsewhere in the accounts.

12 Capital commitments

The Foundation had no capital commitments as at 31 March 2024 (2023: None).

13 Liability of members

The Mitie Foundation is a company limited by guarantee. In the event of winding up, the maximum amount guaranteed to be contributed by each member is £1.

14 Prior year restatement

In preparing the financial statement this year, it was found that income and expenditure in the prior-year needed grossing up by £41,328. The impact of this is to raise prior-year income and expenditure by £41,328 each. This has no effect on the funds of the charity.

Accounts

THE MITIE FOUNDATION
(A company limited by guarantee)
ANNUAL REPORT & FINANCIAL STATEMENTS
31 MARCH 2023

Company Registration Number 08107587
Charity Number 1148858

THE MITIE FOUNDATION
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 MARCH 2023

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THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

The directors/trustees present their annual report and audited financial statements of The Mitie Foundation ("the Foundation") for the year ended 31 March 2023. This report and the financial statements have been prepared in accordance with the provisions applicable to small companies entitled to the small companies' exemption and in accordance with the accounting policies set out on pages 14 and 15.

The legal and administrative details set out on page 9 form part of this report. The financial statements comply with the current statutory requirements, the Foundation's memorandum and articles of association and the Statement of Recommended Practice FRS102. The financial statements have been prepared under the historical cost convention, in accordance with applicable accounting standards and the Companies Act 2006.

Structure, governance and management

The Foundation is a company limited by guarantee and its directors, for the purposes of company law are also trustees for the purposes of charity law and those who served during the year and to date are shown on page 9. For the purposes of this report they will be referred to as trustees.

The Foundation was incorporated on 15 June 2012, registered as a charity on 6 September 2012 and began its activities on 1 April 2013.

On appointment, new trustees sign a model trustee declaration statement, confirming their eligibility and committing them to giving their time and expertise. New trustees are fully briefed on the objectives of the Foundation and their role as trustees. They are also provided with a copy of the Charity Commission Guidance for trustees and a copy of the Foundation's memorandum and articles of association.

Trustees give their time voluntarily and receive no remuneration or other benefits. Trustees are required to disclose all relevant interests and withdraw from decisions where a conflict of interest arises.

There must be a minimum of two trustees but no more than nine. Up to three trustees may be appointed by Mitie Group plc ("Mitie") by way of written notice to the Foundation. All current trustees have been appointed by the decision of trustees.

The trustees are responsible for determining the overall strategy of the Foundation, however they delegated managerial oversight responsibilities to Jasmine Hudson. Key management personnel are determined to be the trustees and seconded Mitie Group plc staff. As all Foundation staff are seconded to The Mitie Foundation from Mitie Group plc; no staff, including key management personnel are directly paid by The Mitie Foundation. Employment benefits for the seconded Mitie Group plc staff, as key management, are determined through internal Mitie Group plc pay review processes.

The trustees have considered the major risks to which the Foundation is exposed. These have been reviewed and systems and procedures have been established to manage those risks.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

Objectives and activities

The Foundation's vision is to raise aspirations and unlock people's true potential. The objectives of the Foundation, as set out in its articles of association, are broad, allowing the charity to carry on any charitable activity within the law.

Currently the Foundation has three main objectives:

- To enhance employability
- Support community through Volunteering
- Provide sustainable Employment opportunities for underrepresented groups

Enhancing employability

Helping people with barriers to employment and social mobility is the core aim of the Foundation. The Foundation works in partnership with Job Centre Plus ("JCP") and others, to deliver employability programmes (Ready2Work) which give people a chance to demonstrate their skills, primarily through on the job work experience.

The Foundation uses its relationship with Mitie businesses, clients and suppliers, as well as other organisations to secure appropriate work placements for candidates and helps them seek employment at the end of the course. On all work programmes, candidates receive coaching and support from the Foundation team, specifically focussing on identifying transferable employability skills and making sure their CVs reflect these. The candidates on the Ready2Work programme also benefit from a pre-employment training week, run by the Foundation team, which is designed to clarify workplace expectations and encourage participants to step outside their comfort zone and to develop confidence and communication skills.

Ready2Work programmes improve social mobility in local communities by supporting people with disabilities, refugees, people with convictions and other groups with specific barriers to employment and is also available to support Mitie employees' friends and family who may have barriers to employment.

Together with our partner organisations and charities, the Mitie Foundation has created three additional variations of Ready2Work. These programmes are tailored to the needs of candidates who face specific challenges in showcasing their ability and potential. Ready2Work – Military Aligned with Mitie's proud commitment to the Armed Forces Covenant, the Ready2Work Military programme supports veterans in finding civilian roles in facilities management. Mitie recognises that servicemen and women have unique skills and training that can add real value to the business. Ready2Work – Enable, the Enable programme assists participants with a disability or learning difficulties, and also supports both Mitie and the organisation's clients in providing such candidates with sustainable employment.

Supporting Community Through Volunteering

Mitie is committed to enriching the communities in which we operate. In support of this, the Foundation manages the company's employee volunteering programme, Giving Back. Salaried Mitie colleagues are encouraged to use their 10 volunteering hours to support causes

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

in their locality. Hourly paid colleagues can also take part, upon client agreement and on a case-by-case basis.

Mitie colleagues can choose to support a cause that matters to them. This can include programmes delivered by the Mitie Foundation, opportunities with our charity partners and those housed on the Do-IT platform. The variety ensures we can offer an exciting range of impactful volunteering options.

Mitie has made a significant five-year pledge by committing to 8,000 employee volunteering hours during financial year 20/21, increasing to 23,680 hours by 24/25.

FY22-23 the business had a target of 16,320, we surpassed this by 19,298 volunteering hours.

Full 5-year breakdown below:

Year	Target hours	Achieved
FY20/21	8,000	8,098
FY21/22	12,400	14,650
FY22/23	16,320	19,298
FY23/24	20,720	Ongoing
FY24/25	23,680	N/A

Colleagues are also encouraged to engage in fundraising activities, raising finances for community initiatives and charity partners. The planning and delivery of fundraising activities delivered in Mitie time also contributes towards Mitie's volunteering objectives.

Providing Sustainable Employment

To encourage talent from the Foundation initiatives and partners, we are now better linked with Resourcing for both volume and specialist roles across the Mitie Business. Via our applicant tracking system, eArcu, we have launched a private career page available only to partnered referral providers/charities. Applications made from Mitie Foundation participants are now identifiable at "source" on eArcu and will automatically be moved into "under review" status. As a hiring manager we ask that all Foundation applicants who meet the minimum criteria are offered interviews.

Now our recording processes are fully launched and accurate, we can actively track from application to day one start across the business. These outcomes are measured through the Foundation dashboard showing our Foundation candidates from day one of starting in role. The dashboard shares monthly data with our senior leaders, ensuring full transparency and awareness, and can be accessed at team/account level. By engaging with the Foundation's initiatives and utilising the talent pool we provide, we can diversify our workforce and improve social mobility within the communities we operate.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

Social Value Champions

A network of over 18 Social Value Champions across all Mitie business divisions has been established to help to communicate the Foundation's activities and Social Value. Many of these ambassadors are also involved in supporting Mitie forums designed to support diversity and inclusion and have been organised into local networks and effectively act as the Foundation's voice within the businesses, encouraging their work colleagues and in some cases their clients to take part in organised volunteering events.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities. In particular the trustees consider how planned activities will contribute to the Foundation's aims and the objectives they have set and have therefore complied with the duty in section 17 of the Charities Act 2011.

Taking into account the Foundation's achievements and beneficiaries as described below, the trustees confirm that due regard has been paid to the public benefit guidance published by the Charity Commission.

Achievements and performance

Following a restructure of the Foundation, the team have agreed and delivered a new Strategy and focus to becoming more aligned to the Mitie business and its Social Value commitments. Supporting 3 of the 5 core Social Value pillars, the Foundation provide quarterly updates to the Social Value & Responsible Business Committee, chaired by Jasmine Hudson.

Below are examples of activities during FY22-23, within the Foundation's Core Pillars.

Enhancing employability

Ready2Work

Details of the programmes delivered can be found below.

Ready2Work	Completed	Gained employment	As a %
Edinburgh	2	1	50%
Northampton	5	5	100%
Watford	3	5	167%
London	4	2	50%
Total	14	13	93%

Volunteering

Year 3 target 16,320 hours – **19,298 hours achieved (118.24% target)**

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

Big Mitie Spring clean

The Big Mitie spring clean delivered 800 volunteering hours. Colleagues across the UK took part in local litter picks in May and June 2022, clearing rubbish from the communities they proudly live and work.

Career Ready

Career Ready are a Social Mobility charity that actively targets schools in disadvantaged areas, providing an opportunity for all students to flourish. The programme contains 2 key elements:

Mentoring

- 12 months, January - December
- 1-1 meetings, a blend of virtual & face to face

A 4-week Paid Internship

- Between June and July (Summer Holidays)
- Paid at Foundation Living Wage £9.90 p/h (£11.05 p/h London)

13 interns joined Mitie in the summer, opening their eyes to the variety of roles available in Facilities Management.

Royal British Legion - Poppy Appeal

In keeping with our commitment to the Armed Forces, colleagues up and down the country volunteered their time to support the Royal British Legion at their City Poppy Day fundraisers.

Do-IT launch

Do-IT our employee volunteering platform, houses thousands of volunteering opportunities and is the process for recording impact. Do-IT was piloted with volunteer leads across the business in February and then fully launched in March.

Fundraising Total

£280,570 was raised for good causes

- The Mitie Ball 2022 event, delivered by the Technical services Scotland team raised **£46,000** in aid of the British Heart Foundation and Cancer Research. The event

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

was attended by approx. 190 people, which included Mitie employees, supply chain and customers.

- Mitie made a corporate donation of **£22,458** to British Heart Foundation
- Mitie made a corporate donation of **£22,458** to Prostate Cancer
- Mitie made a corporate donation of **1500 to Give Fundraising**
- Mitie colleagues raised **£23,500** for Macmillan Cancer Support by delivering local Coffee Mornings

The above fundraising was raised by Mitie Group plc employees, and all money received either went through the Foundation account and distributed to the relevant respective organisation or directly to the respective organisation.

Providing Sustainable Employment

With metrics now in place to capture Foundation hires, March 23' report evidenced we have achieved 357 hires out of our 200 hired target. Via the new ATS we can gain further insights to the application process, highlighting key areas of "breakdown" in applications, such as incomplete profiles or requests for rejection from hiring managers. This enables the Foundation to offer additional support to candidates, provide feedback to our referral partners and challenge hiring managers if minimum requirements for the role have been met.

Financial review

The Foundation received income of £242,935 (2022: 172,585) from Mitie and £1,971 (2022: £55,041) from external sources. This has enabled it to deliver its activities as outlined in the achievements and performance section below and resulted in a deficit of £9,759 (2022: surplus of £53,411). The trustees consider the results of the Foundation to be satisfactory.

The Foundation's policy is to hold no reserves as the operating costs of the Foundation are budgeted within and paid by Mitie. Funding sources are predominately from Mitie, either in the form of company gift or through donations raised through staff initiatives.

As at 31 March 2023, the unrestricted funds held that also described the free reserves of the charity were £81,619 (2022: £91,378).

Statement about fundraising activity

Whilst the majority of the funding for the Foundation is provided by Mitie Group plc, some fundraising activity does provide additional financial benefit.

No professional organisation or individual was used to raise funds, and therefore the Foundation has not felt obligated to subscribe to any fundraising standards, schemes or regulations.

We have received no complaints relating to any fundraising activity, and all transactions have passed through our finance team and we do not approach the general public or place undue pressure on people to give money to the Foundation.

THE MITIE FOUNDATION
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 MARCH 2023

Future Plans

The Foundation will be looking to deliver the following:

- 9 x Ready2Work programmes from April to March 24'
- 20,720 hours of volunteering by Mitie Colleagues
- 300 day 1 starts sources from Mitie Foundation talent pools

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2023

Trustees' responsibilities statement

The trustees (who are also directors of The Mitie Foundation for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

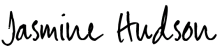
The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to make themselves aware of that information.

Pursuant to Section 487 of the Companies Act 2006, the independent examiner will be deemed to be reappointed and Burton Sweet will therefore continue in office.

Approved by the Board on 16 November 2023 and signed on its behalf by:

DocuSigned by:

 DE44513B208422
 Jasmine Hudson
 Trustee

THE MITIE FOUNDATION

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2023

Directors/Trustees

Baroness Philippa Couttie Resigned 12 December 2022
Salma Shah

Andrew Eastwood
Rebecca Faulkner
Jasmine Hudson
Pradyumna Pandit

Navinder Kalley Resigned 11 May 2022
Andrew Buckley Appointed 26 September 2022
Michael Gibson

The trustees have delegated managerial oversight of the Mitie Foundation to Jasmine Hudson.

Secretary

Mitie Company Secretarial Services Limited

Registered office

Level 12 The Shard,
32 London Bridge Street,
London,
England,
SE1 9SG

Company number 08107587

Charity number 1148858

Bankers

Lloyds
55 Corn Street
Bristol

Solicitors

Osborne Clarke
2 Temple Back East
Temple Quay
Bristol

Independent Examiner

Joshua Kingston BSc ACA
Burton Sweet Limited, Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

THE MITIE FOUNDATION
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31 MARCH 2023

Independent examiner's report to the trustees of The Mitie Foundation ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

C7809A789E0D418...

Joshua Kingston BSc ACA
Burton Sweet Limited, Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

23 November 2023

Date:

THE MITIE FOUNDATION**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)****YEAR ENDED 31 MARCH 2023**

		Total Funds 2023 £	Total Funds 2022 £
Income from:	Note		
Donations	2	244,906	227,626
Total income		<u>244,906</u>	<u>227,626</u>
Expenditure on:			
Charitable activities	3	254,665	174,215
Total expenditure		<u>254,665</u>	<u>174,215</u>
Net income/(expenditure) and net movement in funds	4	(9,759)	53,411
Total funds at start of year	9	91,378	37,967
Total funds at end of year	9	<u>81,619</u>	<u>91,378</u>

There are no recognised gains or losses for the current or preceding year other than as stated in the Statement of Financial Activities.

The results for the period are wholly attributable to the continuing operations of the Foundation.

All movement in funds in the year and prior year are in unrestricted funds.

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION**BALANCE SHEET****AS AT 31 MARCH 2023****Company number: 08107587**

	Note	2023 £	2022 £
Current assets			
Debtors	7	-	248
Cash at bank and in hand		85,843	98,567
		<u>85,843</u>	<u>98,815</u>
Liabilities			
Creditors : amounts falling due within one year	8	(4,224)	(7,437)
		<u>81,619</u>	<u>91,378</u>
Net current assets			
		<u>81,619</u>	<u>91,378</u>
Net assets		<u>81,619</u>	<u>91,378</u>
Funds of the charity			
Unrestricted funds	9	81,619	91,378
		<u>81,619</u>	<u>91,378</u>
Total funds		<u>81,619</u>	<u>91,378</u>

For the year ending 31 March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements of The Mitie Foundation were approved by the Board of Trustees on 16 November 2023 and are signed on their behalf by:

DocuSigned by:

 DFC44513B208422...
 Jasmine Hudson
 Trustee

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION
CASH FLOW STATEMENT
YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Net cash inflow from operating activities	(12,724)	57,187
Net cash inflow for the year	<u>(12,724)</u>	<u>57,187</u>

Reconciliation of net movement in funds to net cash inflow from operating activities

	2023 £	2022 £
Statement of Financial Activities: Net movement in funds	(9,759)	53,411
Increase / (decrease) in creditors: current liabilities	(3,213)	4,024
Decrease / (increase) in debtors	248	(248)
Net cash (outflow)/inflow from operating activities	<u>(12,724)</u>	<u>57,187</u>

Analysis of changes in cash during the year

	2023 £	2022 £	Change £
Cash at bank and in hand	<u>85,843</u>	<u>98,567</u>	<u>(12,724)</u>
	2022 £	2021 £	Change £
Cash at bank and in hand	<u>98,567</u>	<u>41,380</u>	<u>57,187</u>

Cashflow Restrictions

Charity law prohibits the use of net cash inflows on any endowed or other restricted fund to offset net cash outflows on any fund outside its own objects, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the historical cost convention (except where otherwise stated in the accounting policy note) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

As more fully detailed in the trustees' report, the Trustees consider that there are no material uncertainties affecting the ability of the charity to continue as a going concern and the financial statements have therefore been prepared on the going concern basis. The charity is a public benefit entity as defined under FRS102.

The principal accounting policies are summarised below. They have been applied consistently throughout the year and the preceding year.

Income

Income is included when receivable. Income from tax that can be reclaimed on donations is included at the same time as the gift to which it relates. Income comprises of:

Donations

Donations are included in the Statement of Financial Activities when the charity is legally entitled to the income, when the amount can be quantified with reasonable accuracy and receipt is probable.

Donated services and facilities

Donated services and facilities represents the estimated financial cost borne by Mitie in providing seconded staff and other management and administrative services. This value represents the amount that the trustees would pay on the open market for the services and facilities that would provide equivalent benefit to the charity.

Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis when incurred and includes attributable VAT which cannot be recovered.

Expenditure comprise of the following:

Charitable expenditure - being those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries.

Grant funding of activities - included within charitable expenditure, these are awarded to further the purposes of the charity.

Grants awarded - treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Support costs - being costs of an indirect nature necessary to support the activities of the charitable company.

Governance costs - being costs associated with meeting the constitutional and statutory requirements of the charity.

THE MITIE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

1 Accounting policies (*continued*)

Programme related investments

Programme related investments are initially included on the balance sheet at cost. The carrying value is reviewed for impairment on an annual basis.

Fund accounting

Unrestricted funds are expendable at the discretion of the Trustees, in the furtherance of the objects of the charity.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

Cash and cash equivalents

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

2 Income from: Donations

	Total Funds 2023	Total Funds 2022
	£	£
Donated services and facilities from Mitie	242,935	172,585
General donations	1,971	55,041
	<u>244,906</u>	<u>227,626</u>

All donations received in the prior year were unrestricted.

THE MITIE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

3 Expenditure on: Charitable activities

	Total 2023	Total 2022
	£	£
Employee Costs	141,991	125,476
Travel and subsistence	35,051	22,887
Other support costs	31,049	4,368
Governance costs	6,194	10,442
Subscriptions	38,138	14,453
Local Donations	2,238	830
Bad Debts Expense	4	(4,241)
	<u>254,665</u>	<u>174,215</u>

4 Net income/(expenditure) for the year

This is stated after charging:

	2023	2022
	£	£
Independent Examiner's remuneration	4,224	3,660
Prior year over/under accrual of fees	-	(13)
	<u>-</u>	<u>(13)</u>

No Trustee received any remuneration or travel expenses in respect of their services during the year (2022: None).

Aggregate donations from Trustees, key management personnel, and other related parties was £Nil (2022: £nil).

5 Staff costs and numbers

The Foundation does not directly employ any staff, however on average, four Mitie Group Plc employees were seconded to the Foundation during the year (2022: three).

Staff costs relating to these seconded staff were as follows:

	2023	2022
	£	£
Wages & salaries	118,779	103,679
Social security costs	14,180	11,816
Pension contributions	9,032	9,981
	<u>141,991</u>	<u>125,476</u>

The total employment benefits received by trustees and seconded Mitie Group Plc staff, who are considered key management personnel, for their services to the charity were £141,991 (2022: £123,957) in

No employee received emoluments of more than £60,000 in the current or prior year.

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

6 Taxation

The charity is exempt from corporation tax on its charitable activities.

7 Debtors

	2023	2022
	£	£
Contract Hire	-	248
	<u>-</u>	<u>248</u>

8 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	-	57
Accruals and deferred income	4,224	7,380
	<u>4,224</u>	<u>7,437</u>

9 Movement in funds

For the year ended 31 March 2023

	At 1 Apr 2022	Income	Expenditure	At 31 Mar 2023
	£	£	£	£
Unrestricted funds				
General funds	91,378	244,906	(254,665)	81,619
Total funds	<u>91,378</u>	<u>244,906</u>	<u>(254,665)</u>	<u>81,619</u>

For the year ended 31 March 2022

	At 1 Apr 2021	Income	Expenditure	At 31 Mar 2022
	£	£	£	£
Unrestricted funds				
General funds	37,967	227,626	(174,215)	91,378
Total funds	<u>37,967</u>	<u>227,626</u>	<u>(174,215)</u>	<u>91,378</u>

THE MITIE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

10 Related party transactions

The Foundation has a related party relationship with Mitie Group Plc ("Mitie") as Mitie has the power to appoint up to three board members to the Foundation. Additionally, seven of the seven (2022: eight of the eight) trustees active in the period to the date of signing the accounts were either employees or directors of Mitie in the year. Mitie are the major funders of Foundation, and the Foundation second their operational staff from Mitie. During the year the Foundation received donations of £nil (2022: £nil) and gifts of services, staff and facilities of £242,935 (2022: £172,585) from Mitie. At the end of the period £nil (2022: £nil) was due from Mitie and £nil (2022: £nil) was held within creditors as an amount accrued to Mitie.

There were no further related party transactions in the year or prior year other than recorded elsewhere in the accounts.

11 Capital commitments

The Foundation had no capital commitments as at 31 March 2023 (2022: None).

12 Liability of members

The Mitie Foundation is a company limited by guarantee. In the event of winding up, the maximum amount guaranteed to be contributed by each member is £1.

Accounts

THE MITIE FOUNDATION
(A company limited by guarantee)
ANNUAL REPORT & FINANCIAL STATEMENTS
31 MARCH 2022

Company Registration Number 08107587
Charity Number 1148858



THE MITIE FOUNDATION
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

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Independent Examiner's Report	10
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THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

The directors/trustees present their annual report and financial statements of The Mitie Foundation ("the Foundation") for the year ended 31 March 2022. This report and the financial statements have been prepared in accordance with the provisions applicable to small companies entitled to the small companies' exemption and in accordance with the accounting policies set out on pages 14 and 15.

The legal and administrative details set out on page 9 form part of this report. The financial statements comply with the current statutory requirements, the Foundation's memorandum and articles of association and the Statement of Recommended Practice FRS102. The financial statements have been prepared under the historical cost convention, in accordance with applicable accounting standards and the Companies Act 2006.

Structure, governance and management

The Foundation is a company limited by guarantee and its directors, for the purposes of company law are also trustees for the purposes of charity law and those who served during the year and to date are shown on page 9. For the purposes of this report they will be referred to as trustees.

The Foundation was incorporated on 15 June 2012, registered as a charity on 6 September 2012 and began its activities on 1 April 2013.

On appointment, new trustees sign a model trustee declaration statement, confirming their eligibility and committing them to giving their time and expertise. New trustees are fully briefed on the objectives of the Foundation and their role as trustees. They are also provided with a copy of the Charity Commission Guidance for trustees and a copy of the Foundation's memorandum and articles of association.

Trustees give their time voluntarily and receive no remuneration or other benefits. Trustees are required to disclose all relevant interests and withdraw from decisions where a conflict of interest arises.

There must be a minimum of two trustees but no more than nine. Up to three trustees may be appointed by Mitie Group plc ("Mitie") by way of written notice to the Foundation. All current trustees have been appointed by the decision of trustees.

The trustees are responsible for determining the overall strategy of the Foundation, however they delegated managerial oversight responsibilities to Jasmine Hudson. Key management personnel are determined to be the trustees and the Head of the Foundation. As all Foundation staff are seconded to The Mitie Foundation from Mitie Group plc; no staff, including key management personnel are directly paid by The Mitie Foundation. Employment benefits for the seconded Head of the Foundation, as key management, are determined through internal Mitie Group plc pay review processes.

The trustees have considered the major risks to which the Foundation is exposed. These have been reviewed and systems and procedures have been established to manage those risks.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

Objectives and activities

The Foundation's vision is to raise aspirations and unlock people's true potential. The objectives of the Foundation, as set out in its articles of association, are broad, allowing the charity to carry on any charitable activity within the law.

Currently the Foundation has three main objectives:

- To enhance employability
- Support community through Volunteering
- Provide sustainable Employment opportunities for underrepresented groups

Due to the impact of COVID-19 there was a shift from face to face to virtual deployment, with COVID-19 restrictions being lifted there is now a mix of face to face and virtual deployments.

Enhancing employability

Helping people with barriers to employment and social mobility is the core aim of the Foundation. The Foundation works in partnership with JobCentre Plus ("JCP") and others, to deliver employability programmes (Ready2Work) which give people a chance to demonstrate their skills, primarily through on the job work experience.

The Foundation uses its relationship with Mitie businesses, clients and suppliers, as well as other organisations to secure appropriate work placements for candidates and helps them seek employment at the end of the course. On all work programmes, candidates receive coaching and support from the Foundation team, specifically focussing on identifying transferable employability skills and making sure their CVs reflect these. The candidates on the Ready2Work programme also benefit from a pre-employment training week, run by the Foundation team, which is designed to clarify workplace expectations and encourage participants to step outside their comfort zone and to develop confidence and communication skills.

Ready2Work programmes improve social mobility in local communities by supporting people with disabilities, refugees, people with convictions and other groups with specific barriers to employment and is also available to support Mitie employees' friends and family who may have barriers to employment.

Together with our partner organisations and charities, the Mitie Foundation has created three additional variations of Ready2Work. These programmes are tailored to the needs of candidates who face specific challenges in showcasing their ability and potential. Ready2Work – Military Aligned with Mitie's proud commitment to the Armed Forces Covenant, the Ready2Work Military programme supports veterans in finding civilian roles in facilities management. Mitie recognises that servicemen and women have unique skills and training that can add real value to the business. Ready2Work – Enable The Enable programme assists participants with a disability or learning difficulties, and also supports both Mitie and the organisation's clients in providing such candidates with sustainable employment

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

Supporting Community Through Volunteering

Mitie is committed to enriching the communities in which we operate. In support of this, the Foundation manages the company's employee volunteering programme, Giving Back. Salaried Mitie colleagues are encouraged to use their 10 volunteering hours to support causes in their locality. Hourly paid colleagues can also take part, upon client agreement and on a case-by-case basis.

Mitie colleagues can choose to support a cause that matters to them. This can include programmes delivered by the Mitie Foundation, opportunities with our charity partners and those housed on the Do-IT platform. The variety ensures we can offer an exciting range of impactful volunteering options.

Mitie has made a significant five-year pledge by committing to 8,000 employee volunteering hrs during financial year 20/21, increasing to 23,680 hrs by 24/25.

The target for FY21/22 was 12,400 hours, this was surpassed with 14,650 volunteering hours being registered.

Full 5-year breakdown below:

Year	Target hours	Achieved
FY20/21	8,000	8,098.50
FY21/22	12,400	14,650
FY22/23	16,320	5,577* *recorded by Sept22
FY23/24	20,720	N/A
FY24/25	23,680	N/A

Colleagues are also encouraged to engage in fundraising activities, raising finances for community initiatives and charity partners. The planning and delivery of fundraising activities delivered in Mitie time also contributes towards Mitie's volunteering objectives.

Providing Sustainable Employment

To encourage talent from the Foundation initiatives and partners, we are now better linked with Resourcing for both volume and specialist roles across the Mitie Business. Via our applicant tracking system, eArcu, we have launched a private career page available only to partnered referral providers/charities. Applications made from Mitie Foundation participants are now identifiable at "source" on eArcu and will automatically be moved into "review" status. As a hiring manager we ask that all Foundation applicants who meet the minimum criteria are offered interviews.

Now our recording processes are fully launched and accurate, we can actively track from application to day one start across the business. These outcomes are measured through the Foundation dashboard showing our Foundation candidates from day one of starting in role. The dashboard shares monthly data with our senior leaders, ensuring full transparency and awareness, and can be accessed at team/account level. By engaging with the Foundation's initiatives and utilising the talent pool we

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

provide, we can diversify our workforce and improve social mobility within the communities we operate.

Social Value Champions

A network of over 18 Social Value Champions across all Mitie business divisions has been established to help to communicate the Foundation's activities and Social Value. Many of these ambassadors are also involved in supporting Mitie forums designed to support diversity and inclusion and have been organised into local networks and effectively act as the Foundation's voice within the businesses, encouraging their work colleagues and in some cases their clients to take part in organised volunteering events.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities. In particular the trustees consider how planned activities will contribute to the Foundation's aims and the objectives they have set and have therefore complied with the duty in section 17 of the Charities Act 2011.

Taking into account the Foundation's achievements and beneficiaries as described below, the trustees confirm that due regard has been paid to the public benefit guidance published by the Charity Commission.

Achievements and performance

Following a restructure of the Foundation, the team have agreed and delivered a new Strategy and focus to becoming more aligned to the Mitie business and its Social Value commitments. Supporting 3 of the 5 core Social Value pillars, the Foundation provide quarterly updates to the Social Value & Responsible Business Committee, chaired by Baroness Philippa Couttie.

Below are examples of activities during FY22, within the Foundation's Core Pillars.

Enhancing employability

Ready2Work

With the restrictions following the COVID-19 pandemic easing, delivery of Ready2Work programmes were resumed, with Q1 & Q2 delivery being adjusted to adhere to the ongoing restrictions at the time.

Details of the programmes delivered can be found below.

Programme	Location	Candidates completed	Into employment %
Ready2Work Security	Manchester	6	83%
Ready2Work London	London	13	70%
Ready2Work Enable	Birmingham	6	34%
Ready2Work	Manchester	6	44%

Kick Start Scheme

Our kickstart candidates completed their programme in November 2021, seeing 9 of 11 complete with 8 positive outcomes.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

Candidate	Status
Candidate 1	Returned to full time education
Candidate 2	Administrator for Mitie Security
Candidate 3	Administrator for Mitie Communities
Candidate 4	Facilities Assistant for Mitie Central Government & Defence
Candidate 5	Employed externally
Candidate 6	Recruitment Lead for Mitie Business Services
Candidate 7	Employed externally
Candidate 8	Employed externally
Candidate 9	Currently interviewing

The total amount following the completion of the Kickstart Programme is £18,360.98, including the initial set up payment and grant surplus. Options for how this could be invested will be presented to the Foundation trustees on 24th January 2022.

Giving Back – supporting the community through volunteering

Volunteering

- Year 2 target 12,400 hours – **14,650 hours achieved (118% target)**

Big Mitie Spring clean

The Big Mitie spring clean delivered 3,000 volunteering hours. Colleagues across the UK took part in local litter picks in March 2022, clearing rubbish from the communities they proudly live and work.

Career Ready

Career Ready are a Social Mobility charity that actively targets schools in disadvantaged areas, providing an opportunity for all students to flourish.

The programme contains 2 key elements:

Mentoring

- 12 months, January - December
- 1-1 meetings, a blend of virtual & face to face

A 4-week Paid Internship

- Between June and July (Summer Holidays)
- Paid at Foundation Living Wage £9.90 p/h (£11.05 p/h London)

15 interns joined Mitie in the summer, opening their eyes to the variety of roles available in Facilities Management.

Royal British Legion - Poppy Appeal

In keeping with our commitment to the Armed Forces, colleagues up and down the country volunteered their time to support the Royal British Legion at their City Poppy Day fundraisers.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

Collecting donations for Ukraine

Teams across the business supported various appeals to help Ukrainian refugees. In Macclesfield, the Northwest team within Business Services Cleaning used their volunteering day to collect donations from site-based operatives and management teams.

Do-IT launch

Do-IT our employee volunteering platform, houses thousands of volunteering opportunities and is the process for recording impact. Do-IT was piloted with volunteer leads across the business in February and then fully launched in March.

Fundraising Total

£237, 781 was raised for good causes

- The Mitie Ball 2021 event, delivered by the Technical services Scotland team raised **£42,221** in aid of the NSPCC and Cancer Research. The event was attended by approx. 190 people, which included Mitie employees, supply chain and customers.
- Mitie made a corporate donation of **£20,000** to charity Beam to support with the Afghanistan crisis.
- Mitie made a corporate donation of items to the value of **£47,500** to charity Care4Calais. The donation included; 10000 fabric masks - £10k, 2000 x 100ml bottles of sanitizer - £1500, and 629 x 5 liter bottles sanitizer - **£36k**
- Mitie colleagues raised **£14,000** for Macmillan Cancer Support by delivering local Coffee Mornings

The above fundraising was raised by Mitie Group plc employees, and all money received went directly to the respective organisation and not via the foundation.

Providing Sustainable Employment

With metrics now in place to capture Foundation hires, March's report evidenced we have achieved 68% of our 200-colleague benchmark in FY22 (135 hires). Via the new ATS we can gain further insights to the application process, highlighting key areas of "breakdown" in applications, such as incomplete profiles or requests for rejection from hiring managers. This enables the Foundation to offer additional support to candidates, provide feedback to our referral partners and challenge hiring managers if minimum requirements for the role have been met.

Financial review

The Foundation received income of £172,585 (2021: £160,151) from Mitie and £55,041 (2021: £nil) from external sources. This has enabled it to deliver its activities as outlined in the achievements and performance section below and resulted in a surplus of £53,411 (2021: deficit of £233). The trustees consider the results of the Foundation to be satisfactory.

The Foundation's policy is to hold no reserves as the operating costs of the Foundation are budgeted within and paid by Mitie. Funding sources are predominately from Mitie, either in the form of company gift or through donations raised through staff initiatives.

As at 31 March 2022, the unrestricted funds held that also described the free reserves of the charity were £91,378 (2021: £37,967).

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

Statement about fundraising activity

Whilst the majority of the funding for the Foundation is provided by Mitie Group plc, some fundraising activity does provide additional financial benefit.

No professional organisation or individual was used to raise funds, and therefore the Foundation has not felt obligated to subscribe to any fundraising standards, schemes or regulations.

We have received no complaints relating to any fundraising activity, and all transactions have passed through our finance team and we do not approach the general public or place undue pressure on people to give money to the Foundation.

Future Plans

Should we go back to some form of normality, the Foundation will be looking to deliver the following:

- 4 x Ready2Work programmes from April to March
- 16,320 hours of volunteering by Mitie Colleagues
- 200 day 1 starts sources from Mitie Foundation talent pools

The COVID-19 pandemic had an impact on our programmes and delivery for FY22. Even though lockdown restrictions eased, social distancing was still being adhered to for q1 and part of q2 of the financial year. Programmes were able to be delivered face to face, but in much smaller numbers to ensure safety measures around covid-19 where adhered to.

Going concern

The Mitie Foundation is almost entirely financially supported by contributions from Mitie Group plc. Mitie has maintained a strong set of results during COVID-19, so no impact on current or future contributions is anticipated.

The Foundation did benefit from a small amounts of Government funding through the DWP's kickstart programme, launched as a result of the impact of COVID-19 on young people. The funds received were used to support an additional contract FTE to help with delivery of programmes.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

Trustees' responsibilities statement

The trustees (who are also directors of The Mitie Foundation for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

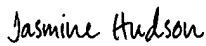
The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to make themselves aware of that information.

Pursuant to Section 487 of the Companies Act 2006, the auditor will be deemed to be reappointed and Burton Sweet will therefore continue in office.

Approved by the Board on 7 November 2022 and signed on its behalf by:

DocuSigned by:

DFC44513B208422...
Jasmine Hudson

THE MITIE FOUNDATION

REFERENCE & ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2022

Directors/Trustees

Baroness Philippa Couttie

Andrew Eastwood

Appointed 20 May 2021

Rebecca Faulkner

Jasmine Hudson

Pradyumna Pandit

Navinder Kalley

Appointed 20 May 2021

Andrew Buckley

Appointed 24 January 2022, resigned 11 May 2022

Michael Gibson

Appointed 26 September 2022

The trustees have delegated managerial oversight of the Mitie Foundation to Jasmine Hudson.

Secretary

Mitie Company Secretarial Services Limited

Registered office

Level 12 The Shard,
32 London Bridge Street,
London,
England,
SE1 9SG

Company number 08107587

Charity number 1148858

Bankers

Lloyds Bank plc
55 Corn Street
Bristol
BS1 1HT

Solicitors

Osborne Clarke
2 Temple Back East
Temple Quay
Bristol
BS1 6EG

Independent Examiner

Joshua Kingston BSc ACA
Burton Sweet Limited, Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Burton
Bristol BS48 1UR

THE MITIE FOUNDATION
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31 MARCH 2022

Independent examiner's report to the trustees of The Mitie Foundation ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.


Joshua Kingston BSc ACA
Burton Sweet Limited, Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 7/11/2022

THE MITIE FOUNDATION**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)****YEAR ENDED 31 MARCH 2022**

		Total Funds 2022 £	Total Funds 2021 £
Income from:	Note		
Donations	2	227,626	160,151
Total income		<u>227,626</u>	<u>160,151</u>
Expenditure on:			
Charitable activities	3	174,215	160,384
Total expenditure		<u>174,215</u>	<u>160,384</u>
Net income/(expenditure) and net movement in funds	4	53,411	(233)
Total funds at start of year	10	37,967	38,200
Total funds at end of year	10	<u>91,378</u>	<u>37,967</u>

There are no recognised gains or losses for the current or preceding year other than as stated in the Statement of Financial Activities.

The results for the period are wholly attributable to the continuing operations of the Foundation.

All movement in funds in the year and prior year are in unrestricted funds.

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION**BALANCE SHEET****AS AT 31 MARCH 2022****Company number: 08107587**

	Note	2022 £	2021 £
Current assets			
Debtors	8	248	-
Cash at bank and in hand		98,567	41,380
		<u>98,815</u>	<u>41,380</u>
Liabilities			
Creditors : amounts falling due within one year	9	(7,437)	(3,413)
Net current assets		<u>91,378</u>	<u>37,967</u>
Total assets less current liabilities		<u>91,378</u>	<u>37,967</u>
Net assets		<u>91,378</u>	<u>37,967</u>
Funds of the charity			
Unrestricted funds	10	91,378	37,967
Total funds		<u>91,378</u>	<u>37,967</u>

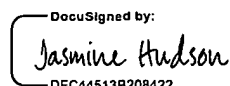
For the year ending 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements of The Mitie Foundation were approved by the Board of Trustees on 7 November 2022 and are signed on their behalf by:

DocuSigned by:

 DFC44513B208422...
 Jasmine Hudson
 Trustee

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION
CASH FLOW STATEMENT
YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
Net cash inflow from operating activities	57,187	(552)
Investing activities		
Programme related investment repayments	-	4,418
Net cash inflow for the year	<u>57,187</u>	<u>3,866</u>

Reconciliation of net movement in funds to net cash inflow from operating activities

	2022 £	2021 £
Statement of Financial Activities: Net movement in funds	53,411	(233)
Increase / (decrease) in creditors: current liabilities	4,024	99
Decrease / (increase) in debtors	(248)	-
Programme related investment impairment provision/written-off	-	(418)
Net cash (outflow)/inflow from operating activities	<u>57,187</u>	<u>(552)</u>

Analysis of changes in cash during the year

	2022 £	2021 £	Change £
Cash at bank and in hand	<u>98,567</u>	<u>41,380</u>	<u>57,187</u>
	2021 £	2020 £	Change £
Cash at bank and in hand	<u>41,380</u>	<u>37,514</u>	<u>3,866</u>

Cashflow Restrictions

Charity law prohibits the use of net cash inflows on any endowed or other restricted fund to offset net cash outflows on any fund outside its own objects, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 14 to 18 form part of these financial statements

THE MITIE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the historical cost convention and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

As more fully detailed in the trustees' report, the Trustees consider that there are no material uncertainties affecting the ability of the charity to continue as a going concern and the financial statements have therefore been prepared on the going concern basis. The charity is a public benefit entity as defined under FRS102.

The principal accounting policies are summarised below. They have been applied consistently throughout the year and the preceding year.

Income

Income is included when receivable. Income from tax that can be reclaimed on donations is included at the same time as the gift to which it relates. Income comprises of:

Donations

Donations are included in the Statement of Financial Activities when the charity is legally entitled to the income, when the amount can be quantified with reasonable accuracy and receipt is probable.

Donated services and facilities

Donated services and facilities represents the estimated financial cost borne by Mitie in providing seconded staff and other management and administrative services. This value represents the amount that the trustees would pay on the open market for the services and facilities that would provide equivalent benefit to the charity.

Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis when incurred and includes attributable VAT which cannot be recovered.

Expenditure comprise of the following:

Charitable expenditure - being those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries.

Grant funding of activities - included within charitable expenditure, these are awarded to further the purposes of the charity.

Grants awarded - treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Support costs - being costs of an indirect nature necessary to support the activities of the charitable company.

Governance costs - being costs associated with meeting the constitutional and statutory requirements of the charity.

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

1 Accounting policies (continued)

Programme related investments

Programme related investments are initially included on the balance sheet at cost. The carrying value is reviewed for impairment on an annual basis.

Fund accounting

Unrestricted funds are expendable at the discretion of the Trustees, in the furtherance of the objects of the charity.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

Cash and cash equivalents

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

2 Income from: Donations

	Total Funds 2022 £	Total Funds 2021 £
Donated services and facilities from Mitie	172,585	160,151
General donations	55,041	-
	<u>227,626</u>	<u>160,151</u>

All donations received in the prior year were unrestricted.

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

3 Expenditure on: Charitable activities

	Total 2022	Total 2021
	£	£
Employee Costs	125,476	120,566
Travel and subsistence	22,887	23,556
Other support costs	4,368	3,272
Governance costs	10,442	3,433
Subscriptions	14,453	9,975
Grant funding: Big Issue Invest Tech for Good Challenge	-	(418)
Local Donations	830	-
Bad Debts Expense	(4,241)	-
	174,215	160,384

4 Net income/(expenditure) for the year

This is stated after charging:

	2022	2021
	£	£
Independent Examiner's remuneration	3,660	3,433
Prior year over/under accrual of fees	(13)	-

No Trustee received any remuneration or travel expenses in respect of their services during the year (2021: None).

Aggregate donations from Trustees, key management personnel, and other related parties was £Nil (2021: £nil).

5 Staff costs and numbers

The Foundation does not directly employ any staff, however on average, three Mitie Group Plc employees were seconded to the Foundation during the year (2021: three).

Staff costs relating to these seconded staff were as follows:

	2022	2021
	£	£
Wages & salaries	103,679	99,481
Social security costs	11,816	12,549
Pension contributions	8,380	7,895
	123,875	119,925

The total employment benefits received by trustees and seconded key management personnel for their services to the charity were £123,957 (2021: £117,509) in the year.

No employee received emoluments of more than £60,000 in the current or prior year.

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

6 Taxation

The charity is exempt from corporation tax on its charitable activities.

7 Programme related investments

	2022	2021
	£	£
At start of year	-	18,654
Repayments	-	(4,418)
Balance written-off	-	(14,236)
	<u>-</u>	<u>-</u>

The Investments balance represents loans made as part of the Big Issue Invest Tech for Good challenge.

The agreement allows for repayments to cease completely should the remaining social enterprises cease trading. A decision was made by the Trustees to write-off the remaining balance after a provision was made in the prior year.

8 Debtors

	2022	2021
	£	£
Contract Hire	248	-
	<u>248</u>	<u>-</u>

9 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	57	-
Accruals and deferred income	7,380	3,413
	<u>7,437</u>	<u>3,413</u>

THE MITIE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

10 Movement in funds

For the year ended 31 March 2022

	At 1 Apr 2021 £	Income £	Expenditure £	At 31 Mar 2022 £
Unrestricted funds				
General funds	37,967	227,626	(174,215)	91,378
Total funds	<u>37,967</u>	<u>227,626</u>	<u>(174,215)</u>	<u>91,378</u>

For the year ended 31 March 2021

	At 1 Apr 2020 £	Income £	Expenditure £	At 31 Mar 2021 £
Unrestricted funds				
General funds	38,200	160,151	(160,384)	37,967
Total funds	<u>38,200</u>	<u>160,151</u>	<u>(160,384)</u>	<u>37,967</u>

11 Related party transactions

The Foundation has a related party relationship with Mitie Group Plc ("Mitie") as Mitie has the power to appoint up to three board members to the Foundation. Additionally, eight of the eight (2021: six of the six) trustees active in the period to the date of signing the accounts were either employees or directors of Mitie in the year. Mitie are the major funders of Foundation, and the Foundation second their operational staff from Mitie. During the year the Foundation received donations of £nil (2021: £nil) and gifts of services, staff and facilities of £172,585 (2021: £160,151) from Mitie. At the end of the period £nil (2021: £nil) was due from Mitie and £nil (2021: £nil) was held within creditors as an amount accrued to Mitie.

There were no further related party transactions in the year or prior year other than recorded elsewhere in the accounts.

12 Capital commitments

The Foundation had no capital commitments as at 31 March 2022 (2021: None).

13 Liability of members

The Mitie Foundation is a company limited by guarantee. In the event of winding up, the maximum amount guaranteed to be contributed by each member is £1.

THE MITIE FOUNDATION

England & Wales - Charity number 1148858

Accounts

THE MITIE FOUNDATION
(A company limited by guarantee)
ANNUAL REPORT & FINANCIAL STATEMENTS
31 MARCH 2021

Company Registration Number 08107587
Charity Number 1148858

THE MITIE FOUNDATION
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 MARCH 2021

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THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

The directors/trustees present their annual report and audited financial statements of The Mitie Foundation ("the Foundation") for the year ended 31 March 2021. This report and the financial statements have been prepared in accordance with the provisions applicable to small companies entitled to the small companies' exemption and in accordance with the accounting policies set out on pages 12 and 13.

The legal and administrative details set out on page 7 form part of this report. The financial statements comply with the current statutory requirements, the Foundation's memorandum and articles of association and the Statement of Recommended Practice FRS102. The financial statements have been prepared under the historical cost convention, in accordance with applicable accounting standards and the Companies Act 2006.

Structure, governance and management

The Foundation is a company limited by guarantee and its directors, for the purposes of company law are also trustees for the purposes of charity law and those who served during the year and to date are shown on page 9. For the purposes of this report they will be referred to as trustees.

The Foundation was incorporated on 15 June 2012, registered as a charity on 6 September 2012 and began its activities on 1 April 2013.

On appointment, new trustees sign a model trustee declaration statement, confirming their eligibility and committing them to giving their time and expertise. New trustees are fully briefed on the objectives of the Foundation and their role as trustees. They are also provided with a copy of the Charity Commission Guidance for trustees and a copy of the Foundation's memorandum and articles of association.

Trustees give their time voluntarily and receive no remuneration or other benefits. Trustees are required to disclose all relevant interests and withdraw from decisions where a conflict of interest arises.

There must be a minimum of two trustees but no more than nine. Up to three trustees may be appointed by Mitie Group plc ("Mitie") by way of written notice to the Foundation. All current trustees have been appointed by the decision of trustees.

The trustees are responsible for determining the overall strategy of the Foundation, however they delegated managerial oversight responsibilities to Jasmine Hudson. Key management personnel are determined to be the trustees and the Foundation Lead. As all Foundation staff are seconded to The Mitie Foundation from Mitie Group plc; no staff, including key management personnel are directly paid by The Mitie Foundation. Employment benefits for the seconded Foundation Lead, as key management, are determined through internal Mitie Group plc pay review processes.

The trustees have considered the major risks to which the Foundation is exposed. These have been reviewed and systems and procedures have been established to manage those risks.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

Objectives and activities

The Foundation's vision is to raise aspirations and unlock people's true potential. The objectives of the Foundation, as set out in its articles of association, are broad, allowing the charity to carry on any charitable activity within the law.

Currently the Foundation has three main objectives:

- To enhance employability
- Support community through Volunteering
- Provide sustainable Employment opportunities for underrepresented groups

Due to the impact of COVID-19, The Foundation shifted from face-to-face events to virtual deployment as a way to continue activities.

Enhancing employability

Helping people with barriers to employment and social mobility is the core aim of the Foundation. The Foundation works in partnership with JobCentre Plus ("JCP") and others, to deliver employability programmes (Ready2Work) which give people a chance to demonstrate their skills, primarily through on the job work experience.

The Foundation uses its relationship with Mitie businesses, clients and suppliers, as well as other organisations to secure appropriate work placements for candidates and helps them seek employment at the end of the course. On all work programmes, candidates receive coaching and support from the Foundation team, specifically focussing on identifying transferable employability skills and making sure their CVs reflect these. The candidates on the Ready2Work programme also benefit from a pre-employment training week, run by the Foundation team, which is designed to clarify workplace expectations and encourage participants to step outside their comfort zone and to develop confidence and communication skills.

Ready2Work programmes improve social mobility in local communities by supporting people with disabilities, refugees, people with convictions and other groups with specific barriers to employment and is also available to support Mitie employees' friends and family who may have barriers to employment.

Together with our partner organisations and charities, the Mitie Foundation has created three additional variations of Ready2Work. These programmes are tailored to the needs of candidates who face specific challenges in showcasing their ability and potential. Ready2Work – Military Aligned with Mitie's proud commitment to the Armed Forces Covenant, the Ready2Work Military programme supports veterans in finding civilian roles in facilities management. Mitie recognises that servicemen and women have unique skills and training that can add real value to the business. Ready2Work – Enable The Enable programme assists participants with a disability or learning difficulties, and also supports both Mitie and the organisation's clients in providing such candidates with sustainable employment

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

Supporting Community Through Volunteering

Mitie is committed to enriching the communities in which the organisation works and to addressing inequality in society. In support of this, the Foundation manages the company's employee volunteering programme, Giving Back. Salaried Mitie colleagues can use their annual volunteering day to support good causes in their locality.

Salaried Mitie colleagues can volunteer with the Mitie Foundation and with several partner charities aligned to Mitie's social value framework. Volunteering activity with Macmillan, British Heart Foundation, Education & Employers and Career Ready is available, ensuring we can offer an exciting range of volunteering options.

Mitie has made a significant five-year pledge by committing to 8,000 employee volunteering hrs during financial year 20/21, increasing to 23,680 hrs by 24/25.

Colleagues are also encouraged to engage in fundraising activities, raising finances for community initiatives and charity partners. The planning and delivery of fundraising activities delivered in Mitie time also contributes towards Mitie's volunteering objectives.

Providing Sustainable Employment

To encourage talent from the Foundation initiatives and partners, we are now better linked with Resourcing for both volume and specialist roles across the Mitie Business. Current vacancy lists are shared, via The Foundation with candidates and partnered Referral Providers/Charities, allowing them to apply for roles.

Tracking of Foundation applicants on our resourcing tool, Smart Recruiters has been implemented. This will allow us to track the journey from applicant to offer for each candidate.

Social Value Champions

A network of over 18 Social Value Champions across all Mitie business divisions has been established to help to communicate the Foundation's activities and Social Value. Many of these ambassadors are also involved in supporting Mitie forums designed to support diversity and inclusion and have been organised into local networks and effectively act as the Foundation's voice within the businesses, encouraging their work colleagues and in some cases their clients to take part in organised volunteering events.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities. In particular the trustees consider how planned activities will contribute to the Foundation's aims and the objectives they have set and have therefore complied with the duty in section 17 of the Charities Act 2011.

Taking into account the Foundation's achievements and beneficiaries as described below, the trustees confirm that due regard has been paid to the public benefit guidance published by the Charity Commission.

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

Achievements and performance

Following a restructure of the Foundation, the team have agreed and delivered a new Strategy and focus to becoming more aligned to the Mitie business and its Social Value commitments.

Supporting 3 of the 5 core Social Value pillars, the Foundation provide quarterly updates to the Social Value & Responsible Business Committee, chaired by Baroness Philippa Coultie.

Below are examples of activities during FY21, within the Foundation's Core Pillars.

Enhancing employability

Virtual Employability Sessions

Due to the COVID-19 pandemic, face to face delivery of Ready2Work programmes was halted, requiring creation and implementation of virtual programmes.

During this time, the Foundation delivered virtual employability sessions to candidates who would normally access Ready2Work and additional customers gaining support from our Foundation referral partners. of our referral partners, ensuring they were still able to access employment support.

Sessions included:

- Introduction to Mitie and the Facilities Management Sector
- Customer Service
- Recruitment, CV & Interview Techniques.

Each session was facilitated by the Foundation and supported by Mitie volunteers, providing an insight into their area of work and sharing their knowledge and expertise.

Details of programmes delivered can be found below:

7 virtual Employability Programmes

Charity	Location	Date	Candidates	No volunteers	Volunteering hours
Barnardo's	Scotland	3/8/20	25	17	35
Barnardo's	Scotland	19/10/20	25	7	28
Job Centre	Manchester	30/11/20	15	11	25
Foyer	Derby, Hatfield, Newhaven, London	7/12/20	9	11	28
Catch-22	National	18/1/21	19	14	35
HITZ	Bristol	1/2/21	8	8	26
Co-op Academy	Manchester	22/2/21	19	12	28
Seetec	National	22/2/21	8	14	28
Total			103 approx.	94 different Mitie colleagues	233 hours

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

Giving Back – Supporting the Community through Volunteering

Volunteering

- Year 1 target 8,000 hours – **8,098.5** achieved
- **Total of 2,728 hours delivering community support during covid** (Community Support, Food delivery, food bank food distribution delivery and Covid-19 volunteer Support)

Education and Employers

The Foundation encourages all Mitie staff to sign up to Education & Employers, an organisation who broker links between schools and business employees to give employment and career guidance and to become school governors.

Mitie colleagues are encouraged to sign up to support activities such as World of Work days, mock interviews, CV advice and careers fairs

These interactions are hugely beneficial, they broaden students' knowledge in the variety of careers available to them, as well increasing confidence and developing important employability skills to aid their transition in to employment.

Career Ready

Career Ready believe that every young person, regardless of background, should have the opportunity to enjoy a rewarding and successful Career. They target Schools in disadvantaged areas, creating opportunities in the following towns and cities. A lunch and learn was delivered encouraging colleagues to commit 2 elements:

Mentoring

- 12 months, January - December
- 1-1 meetings, a blend of virtual & face to face
- Commitment of 1 hour per month

A 4-week Paid Internship

- Between June and July (Summer Holidays)
 - Paid at Foundation Living Wage*
 - Roles should be office based
- *£9.50 p/h (£10.85 p/h London) paid for by the business area/Mitie account.

- Started delivery of the Career Ready programme – 19 students (15 paid interns) support from across the business in different areas of the country

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

Fundraising: Total £53,835.51

- £23,879.50 - Dedicated Accounts team did a Pole to Pole Challenge where they could walk, run or cycles the 12440 miles from pole to pole in the first two weeks of December.
- £2,000 Macmillan Coffee morning
- £7,000 Mitie Ireland - Annual Charity and Awards Night, for the Awards Night we sell tickets and raffle tickets to attend, and all proceedings go to a chosen charity.
- £2,240 - SSAFA Big brew
- £2885.46 - The Mitie Business Services management team decided they wanted to help this great cause, and have been busy purchasing £1442.73 worth of toys which will hopefully make a real difference to many families at Christmas. On top of this Mitie Group matched the £1442.73 and donated it to support the Salvation Army's Christmas Appeal.

The above fundraising was raised by Mitie Group plc employees, and all money received went directly to the respective organisation and not via the foundation.

Providing Sustainable Employment

During FY21 the team have supported Business Services with their recruitment drives across Healthcare and Security contracts. Information sessions for Foundation Referral Partners have been delivered, giving an overview of the roles available, requirements and locations. Live vacancies are continuing to be shared with the Foundation's referral providers and charity partners on a weekly basis. Through Mitie's ATS we can track the journey from applicant to offer for each candidate. IN FY21, 35 Foundation candidates gained employment across the Mitie Business.

In March to May the Foundation supported with the essential recruitment on NHS contracts and the temporary hospitals such as Dragon Heart & Headley Court. The team supported with the end-to-end process, including interview, vetting & onboarding.

Financial review

The Foundation received income of £160,151 from Mitie and £nil from external sources. This has enabled it to deliver its activities as outlined in the achievements and performance section below and resulted in a deficit of £233 (2020: deficit of £8,287). The trustees consider the results of the Foundation to be satisfactory.

The Foundation's policy is to hold no reserves as the operating costs of the Foundation are budgeted within and paid by Mitie. Funding sources are predominately from Mitie, either in the form of company gift or through donations raised through staff initiatives.

As at 31 March 2021, the unrestricted funds held that also described the free reserves of the charity were £37,967 (2020: £38,200).

THE MITIE FOUNDATION

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

Statement about fundraising activity

Whilst the majority of the funding for the Foundation is provided by Mitie Group plc, some fundraising activity does provide additional financial benefit.

No professional organisation or individual was used to raise funds, and therefore the Foundation has not felt obligated to subscribe to any fundraising standards, schemes or regulations.

We have received no complaints relating to any fundraising activity, and all transactions have passed through our finance team and we do not approach the general public or place undue pressure on people to give money to the Foundation.

Future Plans

Should we go back to some form of normality, the Foundation will be looking to deliver the following:

- 4 x Ready2Work programmes from April to March – Manchester, Birmingham & London
- Delivery of DWP Kickstart Scheme
- 12,400hrs volunteering gifted by Mitie Colleagues

This is all dependent on restrictions being lifted due to the COVID-19 pandemic.

COVID-19

The COVID-19 pandemic had an impact on our programmes and delivery for FY21. Due to lock down restrictions and social distancing, our Ready2WorkProgramme was unable to be delivered.

Going concern

The Mitie Foundation is almost entirely financially supported by contributions from Mitie Group plc. Mitie has maintained a strong set of results during COVID-19, so no impact on current or future contributions is anticipated.

The Foundation may benefit from small amounts of Government funding, launched as a result of the impact of COVID-19 on young people, should the Ready2Work programme be deployed within the time period that this funding is available.

THE MITIE FOUNDATION

REFERENCE & ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2021

Trustees' responsibilities statement

The trustees (who are also directors of The Mitie Foundation for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

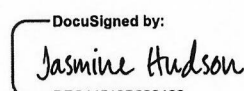
The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company [and the group] and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to make themselves aware of that information.

Pursuant to Section 487 of the Companies Act 2006, the auditor will be deemed to be reappointed and Burton Sweet will therefore continue in office.

Approved by the Board on 30 November 2021 and signed on its behalf by:

DocuSigned by:

DFC44513B208422...
Jasmine Hudson

30 November 2021

THE MITIE FOUNDATION

REFERENCE & ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2021

Directors/Trustees

Baroness Philippa Couttie	Appointed 18 May 2020
Andrew Eastwood	Appointed 20 May 2021
Rebecca Faulkner	
James Gilding	Appointed 18 May 2020, resigned 29 January 2021
Jasmine Hudson	
Pradyumna Pandit	Appointed 14 September 2020
Navinder Kalley	Appointed 20 May 2021

The trustees have delegated managerial oversight of the Mitie Foundation to Jasmine Hudson has been delegated this responsibility.

Secretary

Mitie Company Secretarial Services Limited

Registered office

Level 12 The Shard,
32 London Bridge Street,
London,
England,
SE1 9SG

Company number 08107587

Charity number 1148858

Bankers

Lloyds
55 Corn Street
Bristol

Solicitors

Osborne Clarke
2 Temple Back East
Temple Quay
Bristol

Independent Examiner

Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Burton
Bristol BS48 1UR

THE MITIE FOUNDATION
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31 MARCH 2021

Independent examiner's report to the trustees of The Mitie Foundation ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31ST March 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

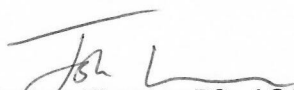
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.


Joshua Kingston BSc ACA
Burton Sweet Limited, Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 30 November 2021

THE MITIE FOUNDATION**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)****YEAR ENDED 31 MARCH 2021**

		Total Funds 2021 £	Total Funds 2020 £
Income from:	Note		
Donations	2	160,151	331,890
Total income		<u>160,151</u>	<u>331,890</u>
Expenditure on:			
Charitable activities	3	160,384	340,177
Total expenditure		<u>160,384</u>	<u>340,177</u>
Net income/(expenditure) and net movement in funds	4	(233)	(8,287)
Total funds at start of year	9	38,200	46,487
Total funds at end of year	9	<u>37,967</u>	<u>38,200</u>

There are no recognised gains or losses for the current or preceding year other than as stated in the Statement of Financial Activities.

The results for the period are wholly attributable to the continuing operations of the Foundation.

All movement in funds in the year and prior year are in unrestricted funds.

The notes on pages 14 to 19 form part of these financial statements

THE MITIE FOUNDATION**BALANCE SHEET****AS AT 31 MARCH 2021****Company number: 08107587**

	Note	2021 £	2020 £
Fixed assets			
Programme related investments	7	-	4,000
		-	4,000
Current assets			
Cash at bank and in hand		41,380	37,514
		41,380	37,514
Liabilities			
Creditors : amounts falling due within one year	8	(3,413)	(3,314)
Net current assets		37,967	34,200
Total assets less current liabilities		37,967	38,200
Net assets		37,967	38,200
Funds of the charity			
Unrestricted funds	10	37,967	38,200
Total funds		37,967	38,200

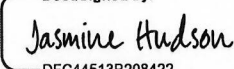
For the year ending 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements of The Mitie Foundation were approved by the Board of Trustees on 30 November 2021 and are signed on their behalf by:

DocuSigned by:

 DFC44513B208422...
 Jasmine Hudson
 Trustee

The notes on pages 14 to 19 form part of these financial statements

THE MITIE FOUNDATION
CASH FLOW STATEMENT
YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Net cash inflow from operating activities	(552)	6,345
Investing activities		
Programme related investment repayments	4,418	-
Net cash inflow for the year	<u>3,866</u>	<u>6,345</u>

Reconciliation of net movement in funds to net cash inflow from operating activities

	2021 £	2020 £
Statement of Financial Activities: Net movement in funds	(233)	(8,287)
Increase in creditors: current liabilities	99	(22)
Programme related investment impairment provision/written-off	(418)	14,654
Net cash (outflow)/inflow from operating activities	<u>(552)</u>	<u>6,345</u>

Analysis of changes in cash during the year

	2021 £	2020 £	Change £
Cash at bank and in hand	<u>41,380</u>	<u>37,514</u>	<u>3,866</u>
	2020 £	2019 £	Change £
Cash at bank and in hand	<u>37,514</u>	<u>31,169</u>	<u>6,345</u>

Cashflow Restrictions

Charity law prohibits the use of net cash inflows on any endowed or other restricted fund to offset net cash outflows on any fund outside its own objects, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 14 to 19 form part of these financial statements

THE MITIE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

1 Accounting policies

Basis of preparation

The financial statements of the charitable company have been prepared under the historical cost convention, Financial Reporting Standard 102 (FRS102) and in accordance with the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP FRS102), applicable United Kingdom accounting standards and law.

As more fully detailed in the trustees' report, the Trustees consider that there are no material uncertainties affecting the ability of the charity to continue as a going concern and the financial statements have therefore been prepared on the going concern basis. This has been considered in the context of the impact of Covid-19 and its impact on the charity and the wider economy. The charity is a public benefit entity as defined under FRS102.

The principal accounting policies are summarised below. They have been applied consistently throughout the year and the preceding year.

Income

Income is included when receivable. Income from tax that can be reclaimed on donations is included at the same time as the gift to which it relates. Income comprises of:

Donations

Donations are included in the Statement of Financial Activities when the charity is legally entitled to the income, when the amount can be quantified with reasonable accuracy and receipt is probable.

Donated services and facilities

Donated services and facilities represents the estimated financial cost borne by Mitie in providing seconded staff and other management and administrative services. This value represents the amount that the trustees would pay on the open market for the services and facilities that would provide equivalent benefit to the charity.

Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis when incurred and includes attributable VAT which cannot be recovered.

Expenditure comprise of the following:

Charitable expenditure - being those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries.

Grant funding of activities - included within charitable expenditure, these are awarded to further the purposes of the charity.

Grants awarded - treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Support costs - being costs of an indirect nature necessary to support the activities of the charitable company.

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1 Accounting policies (*continued*)

Governance costs - being costs associated with meeting the constitutional and statutory requirements of the charity.

Programme related investments

Programme related investments are initially included on the balance sheet at cost. The carrying value is reviewed for impairment on an annual basis.

Fund accounting

Unrestricted funds are expendable at the discretion of the Trustees, in the furtherance of the objects of the charity.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor. Any donations received by the Mitie Foundation which have specified a charitable cause have been treated as restricted and may only be paid to the charities specified.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

Cash and cash equivalents

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

2 Income from: Donations

	Total Funds 2021 £	Total Funds 2020 £
Donated services and facilities from Mitie	160,151	322,288
General donations	-	9,602
	<u>160,151</u>	<u>331,890</u>

All donations received in the prior year were unrestricted.

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3 Expenditure on: Charitable activities

	Total 2021 £	Total 2020 £
Employee Costs	120,566	257,217
Travel and subsistence	23,556	38,325
Other support costs	3,272	20,883
Governance costs	3,433	3,251
Subscriptions	9,975	2,880
Grant funding: Big Issue Invest Tech for Good challenge	(418)	17,621
	<u>160,384</u>	<u>340,177</u>

4 Net income/(expenditure) for the year

This is stated after charging:

	2021 £	2020 £
Independent Examiner's remuneration	3,433	3,251

No Trustee received any remuneration or travel expenses in respect of their services during the year (2020: None).

Aggregate donations from Trustees, key management personnel, and other related parties was £nil (2020: £nil).

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5 Staff costs and numbers

The Foundation does not directly employ any staff, however on average, three Mitie Group Plc employees were seconded to the Foundation during the year (2020: three).

Staff costs relating to these seconded staff were as follows:

	2021	2020
	£	£
Wages & salaries	99,481	232,813
Social security costs	12,549	13,847
Pension contributions	7,895	9,991
	<u>119,925</u>	<u>256,651</u>

The total employment benefits received by trustees and seconded key management personnel for their services to the charity were £117,509 (2020: £100,488) in the year.

Highest paid employees

The following number of employees earned in excess of £60,000 in the period:

	2021	2020
	£	£
Total remuneration:		
£60,000 - £69,999	0	1
£70,000 - £79,999	0	1

6 Taxation

The charity is exempt from corporation tax on its charitable activities.

7 Programme related investments

	2021	2020
	£	£
At start of year	18,654	18,654
Repayments	(4,418)	-
Provision for impairment	-	(14,654)
Balance written-off	<u>(14,236)</u>	<u>(14,654)</u>
	<u>-</u>	<u>4,000</u>

The Investments balance represents loans made as part of the Big Issue Invest Tech for Good challenge.

The agreement allows for repayments to cease completely should the remaining social enterprises cease trading. A decision was made by the Trustees to write-off the remaining balance after a provision was made in the prior year.

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8 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	-	63
Accruals and deferred income	3,413	3,251
	<u>3,413</u>	<u>3,314</u>

9 Movement in funds

For the year ended 31 March 2021

	At 1 Apr 2020 £	Income £	Expenditure £	At 31 Mar 2021 £
Unrestricted funds				
General funds	38,200	160,151	(160,384)	37,967
Total funds	<u>38,200</u>	<u>160,151</u>	<u>(160,384)</u>	<u>37,967</u>

For the year ended 31 March 2020

	At 1 Apr 2019 £	Income £	Expenditure £	At 31 Mar 2020 £
Unrestricted funds				
General funds	46,487	331,890	(340,177)	38,200
Total funds	<u>46,487</u>	<u>331,890</u>	<u>(340,177)</u>	<u>38,200</u>

10 Analysis of net assets between funds

	Unrestricted General Funds £	Total £
As at 31 March 2021		
Other net assets	37,967	37,967
	<u>37,967</u>	<u>37,967</u>
	Unrestricted General Funds £	Total £
As at 31 March 2020		
Other net assets	38,200	38,200
	<u>38,200</u>	<u>38,200</u>

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11 Related party transactions

The Foundation has a related party relationship with Mitie Group Plc ("Mitie") as Mitie has the power to appoint up to three board members to the Foundation. Additionally, six of the six (2020: five of the five) trustees active in the period to the date of signing the accounts were either employees or directors of Mitie in the year. Mitie are the major funders of Foundation, and the Foundation second their operational staff from Mitie. During the year the Foundation received donations of £nil (2020: £nil) and gifts of services, staff and facilities of £160,151 (2020: £322,288) from Mitie. At the end of the period £nil (2020: £nil) was due from Mitie and £nil (2020: £nil) was held within creditors as an amount accrued to Mitie.

There were no further related party transactions in the year or prior year other than recorded elsewhere in the accounts.

12 Capital commitments

The Foundation had no capital commitments as at 31 March 2021 (2020: None).

13 Liability of members

The Mitie Foundation is a company limited by guarantee. In the event of winding up, the maximum amount guaranteed to be contributed by each member is £1.