

Miter Annual KPI's Reporting 2025

Theme	KPI	Target Jan 2025	Actual Apr 2025	Actual Aug 2025	Actual Dec 2025
Health and Safety	1. Number of accidents/incidents/near misses	0	0	0	0
	2. Number of days lost due to sickness absence	0	0	0	0
	3. Number of days lost through work related stress	0	0	0	0
	4. Number of work related injuries	0	0	0	0
Wastage	5. Reduce electricity usage at Unit by 3% by 2025 (introduction of electric fleet strategy will cause and increase)	3%	25%	7.6%	-6.6%
	6. Reduce travel fuel petrol usage by 3% by 2025	3%	95%	97.5%	83%
	7. Achieve a recycling rate of at least 90% of office generated waste each year	90%	33%	33%	33%
Complaints	8. Maintain the number of complaints about service provided at zero	0	0	0	0
Learning and growth	9. Each employee to receive minimum 5 hours training/development per year	2.5	3.3	4.5	5.25
	10. Communicate and promote sustainability to 10 named suppliers per year	5	8	8	10
Human rights	11. % of regular suppliers screened on the basis of human rights performance	50%	83%	83%	83%
	12. % of employees receiving survey regarding the importance of human rights	100	100	100	100
	13. The number of complaints made to Miter regarding its Human Rights	0	0	0	0
	14. Miter will adopt a Policy statement which includes a commitment to respect the International Bill of Human Rights	Complete	Complete	Complete	Complete
	15. The number of Human Rights prosecutions taken against Miter.	0	0	0	0
UN SDG Goals	20. Number of donations to local foodbank	3	2	2	2
	21. Number of Health and Safety enforcement Notices or prosecutions received	0	0	0	0
	22. % of employees paid whilst on sickness absence	100%	100%	100%	100%
	23. % of declared medical appointments attended by employees in work time	100%	100%	100%	100%
	24. Number of complaints about lack of equality	0	0	0	0
	25. Number of sustainable practices introduced to support growth	2	3	3	3
	26. % of employees paid National Minimum Wage	100%	100%	100%	100%
	27. Number of items repaired/recycled	3	0	2	2
Wellbeing	28. % of employees trained on prevention of discrimination and harassment	100%	100%	100%	100%
	29. % of employees with a Personal Development Plan	100%	100%	100%	100%
	30. % of employees internally mobile	10%	17%	17%	17%
	31. % of employees covered by health care scheme	100%	100%	100%	100%
	32. % of employees trained on Health and safety issues	100%	100%	100%	100%
	33. Number of Health and Safety risk assessments undertaken	1	1	1	1
Sustainability	34. % reduction in water consumption	2%	0	0	0
	35. % reduction in fuel use	3%	95%	97.5%	83%
	36. % reduction in paper purchase	5%	100%	26%	5%
	37. % reduction in new packaging purchased	5%	100%	100%	100%
Compliance	38. Maintenance and review the EMS system in line with 14001:2015 (4 quarterly reports)	4	1	3	4

Signed:



Date: 31st December 2025