Annual Impact Report

2025



first mile

Good for the planet.
Good for business.



From our CEO

Susan Davy

At First Mile, our purpose is to recycle business waste and help slow climate change. We support more than 40,000 organisations to reduce waste, improve recycling and manage their waste more sustainably.

2025 was our best year yet. We welcomed over 9,000 new customers, and together we avoided over 152,000 tonnes of CO2e through recycling.

We were honored to be named Independent Operator of the Year at the MRW National Recycling Awards for the second year in a row and scooped the B2B Business of the Year award at the Growing Business Awards.

We continue to focus internally to reduce our own carbon impact while extending and enhancing our services. Through our fleet of electric cargo bikes and optimised rounds, supported by investments in our bespoke navigation app, Miley, we offer waste services with 25% lower emissions per tonne of waste collected than the industry average.

As part of our growth ambitions, last year also saw First Mile acquire three companies, including Greenzone Facilities Management, to further our operational capacity and geographical reach.

2025 presented significant changes to waste legislation. Simpler Recycling came into force in March, presenting new challenges and requirements for businesses in England, including the introduction of food waste services.

We invested heavily in preparing ourselves and our customers for these changes. We saw an incredible 72% increase in food recycling, which was sent to anaerobic digestion.

Looking ahead, the future of business waste continues to change at a rapid pace. Digital Waste Tracking looms large for waste processors this year, and we are already working with customers to prepare for the Deposit Return Scheme, which comes into force from October 2027.

Our mission remains steadfast: to make it simple for every business to reduce their environmental impact and play a part in building a low-carbon, zero-waste economy. We will continue to do this through innovation and a true customer-centric approach to our work.

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01 Introduction



Why business waste is a climate issue

Climate change remains one of the most pressing issue we face as a global society. The last decade was the warmest on record, driven by increasing levels of greenhouse gases in the atmosphere. As the impact of climate change become more visible around the world, reducing carbon emissions has become one of the defining challenges of our time.

40% of global greenhouse gas emissions come from the extraction of raw materials, the production of goods and the way these materials are managed at the end of their life.

This is why business waste is a climate issue. When recyclable materials are discarded, valuable resources are lost and new emissions are generated to replace them through further extraction and manufacturing that requires energy, and most of that energy still comes from burning fossil fuels.

By contrast, recycling keeps materials in circulation, reducing the need for virgin resources and helping to avoid emissions before they are created. It also protects natural systems like forests, that absorb carbon dioxide from the atmosphere.

The data in this report demonstrates the role that better waste management and higher recycling rates can play in building a circular economy and reducing carbon emissions.

15M

Just in the UK, recycling saves about 10-15 million tonnes of carbon emissions a year, the equivalent of taking 3.5 million cars off the road.

95%

Created by arif fajar yulianto from the Noun Project

Aluminium recycling saves around 95% of the energy needed to make it from virgin materials, roughly 14,000 kWh per tonne.

40%

Over 40% of global greenhouse gas emissions come from manufacturing, transporting, and disposing of the goods we use.

Our purpose

Our purpose since 2004 has been to slow down climate change by supporting businesses to recycle.

We do this by delivering smarter waste and recycling solutions to businesses that mean they can maximise their impact, whilst saving time and money.

By putting our customers at the heart of what we do, we continually find ways to help them to reduce their waste, boost recycling rates and drive cost and time saving efficiencies.

We constantly adapt to the changing landscape and support our customers to do the same. In 2025 this included preparing our operational capability and services to be ready for Simpler Recycling legislation, which led to our best year ever for recycling impact and ensured a smooth transition for businesses.

Our purpose is underpinned by our values which focus on our customers, our team and the planet. We truly believe that through better recycling and waste reduction we can have a huge impact on slowing down climate change.

Our Vision

A waste-free world

Our Mission

Deliver innovative waste and recycling solutions that help customers recycle more and maximise their impact

Our Values

Amaze customers
Love the Planet
Be One Team



2025 Highlights

Welcomed fantastic new partners including:

Specsavers
CIPRIANI
CAPRICE restaurants
savills
Westfield LONDON W12
MILLENNIUM HOTELS AND RESORTS
RARESTAURANTS
OLIVER BONAS

Environmental impact

-25%
Lower carbon impact than industry average

152k
Tonnes of carbon saved

190K
Tonnes diverted from landfill

Customers & growth

9k
Record number of new customers

5k
New services rolled out for Simpler Recycling

Acquired 3 new companies including:
GREENZONE

Awards & accreditations

Independent Operator of the Year 2nd Year Running
mrw National Recycling Awards 2026

B2B Business of the Year
GROWING BUSINESS AWARDS

Certified B Corporation Learn more at bcorp.com

Excellent
Trustpilot

Our approach to sustainability

How we deliver better impact:

Better Recycling

Continuing to develop our sustainable business model that encourages the transition to a circular economy and supports businesses with constant innovation and recycling solutions.

Greener Operations

Reducing the environmental impact from our own operations. Targeting a 42% reduction of combined scope 1 and 2 emissions by 2030. We continue to decarbonise our fleet through cargo bikes and the electrification of compactors and vans, while expanding the capacity of our proven pre-sorting facility.

Sustainable Supply

As more customers engage online, we'll transition to greener data centres, set clear environmental obligations for ourselves and our landlords, and ensure full traceability of waste to prevent overseas disposal.

Our People

Social initiatives to support our team, community and customers, who we depend on to succeed in our environmental mission.

Our Customers

Provide customers with seamless waste management and better weight data through our portal and provide education and engagement resources, training, and thought-leadership to set them up for success.

Our Community

We are proud to be a local London business, dedicated to serving and supporting our community. We partner with 57 Business Improvement Districts, and volunteer and donate to local charities.



Planet



People

Allianz Global Investors Institutional
Reporting & Accountability

As a portfolio company in the **Allianz Impact Private Credit Fund**, our environmental performance is held to an institutional standard - with commitment that runs through every layer of the business, from operations to finance.

1 The Criteria
What Allianz Global Investors requires

- ESG Framework - comprehensive environmental, social and governance standards
- Measurable, positive contribution to the UN SDGs
- Audited impact KPIs, graded for data quality and third-party review

2 Our Response
What we've been doing

- Core business mapped to **SDG 12.5** – waste prevention, reuses & recycling
- Aligned to Climate Action & Environmental Sustainability criteria (**CA&ES 4.9** – source-segregated waste collection)
- **100% of revenue impact-aligned,** reported on audited accounts (incl. Greenzone)

3 Our Performance
How we're doing - FY2025

- **7,218 t** CO_2e emissions avoided vs the market
- **13,646 t** waste avoided from disposal vs the market
- **0% to landfill**, across **190t** handled

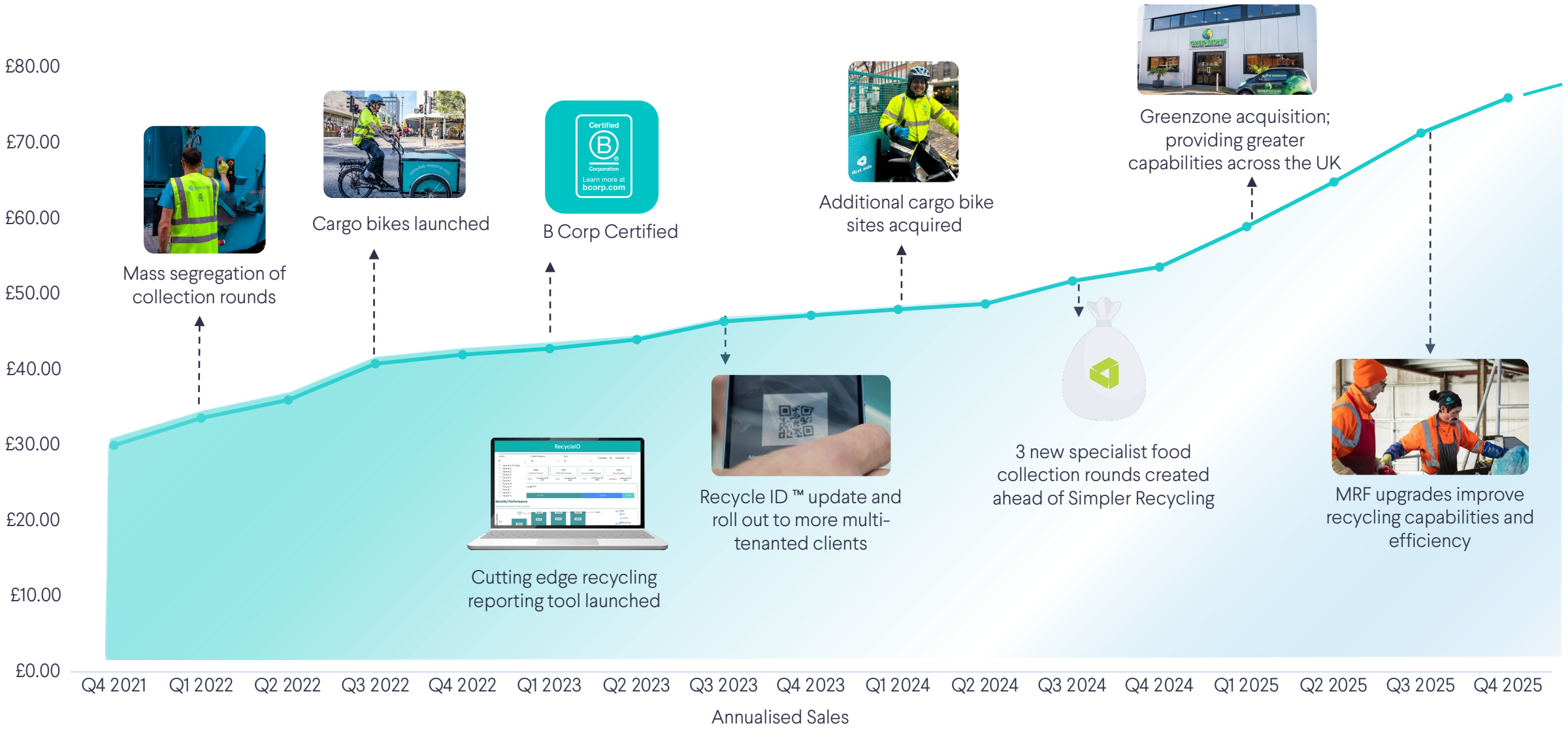
Source: CA&ES



Our commitment runs through every layer - operations, impact, audited finance and Allianz Global Investors investor oversight

Sustainability Initiatives Timeline

Our growth is fueled by our dedication to innovation and initiatives with positive environmental impact.



Our B Corp assessment

In 2023 we certified as a B-Corp, scoring **88** on the B Impact Assessment. We scored higher than the industry average in all of the 5 categories.

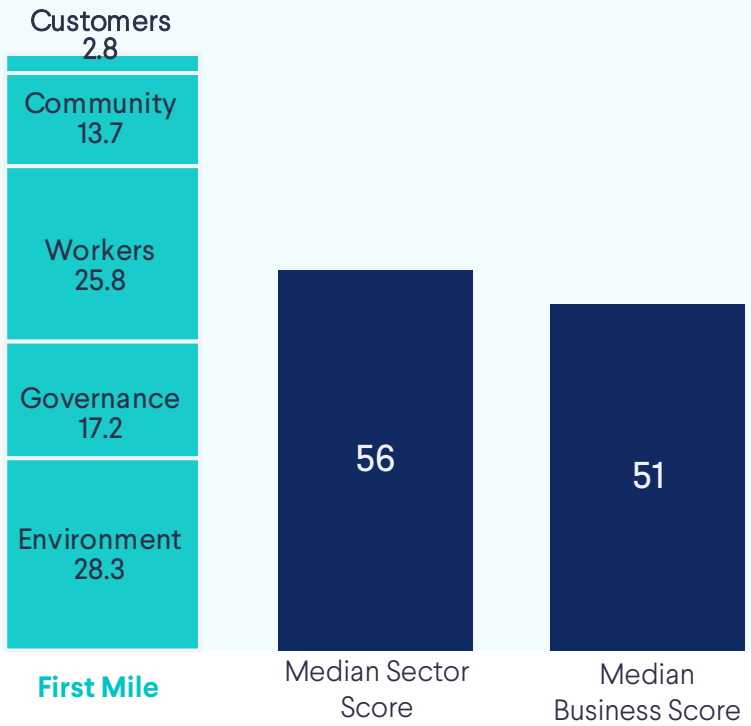
We will be looking to improve our score when we re-certify in 2027 – working with Planet Mark and Allianz Global Investors to set environmental and ESG targets that can be transparently tracked and reported on.

First Mile Certification

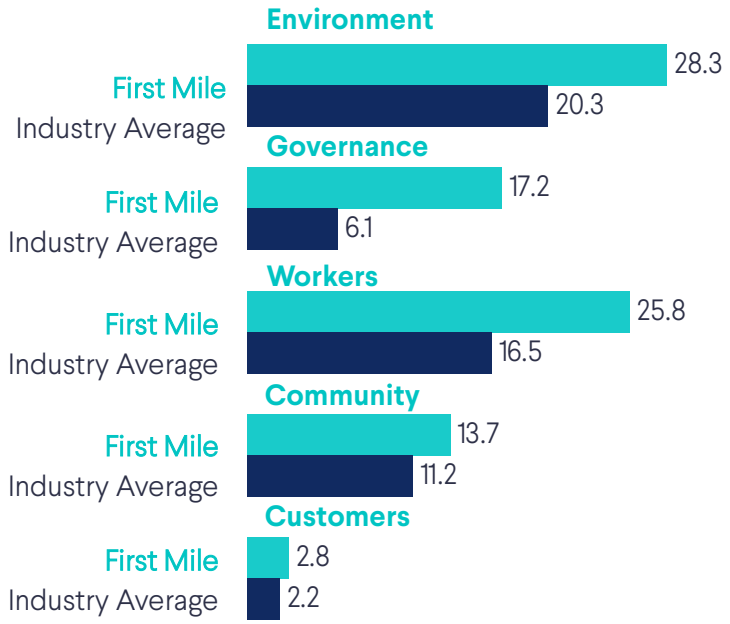
Certified B Corporation
Learn more at bcorp.com

+56%
vs Sector Average

Our score
88



B Impact Assessment Categories



02
Planet





Environmental impact approach

Better recycling

Thanks to superior customer engagement and better waste segregation than the industry average, we can recycle more.

Greener operations

Our low-emission fleet means that we can collect waste more efficiently and reduce local air pollution levels.

Sustainable supply

Together with our partners we commit to protecting the environment and work towards a common goal of lowering emissions and building a circular economy.

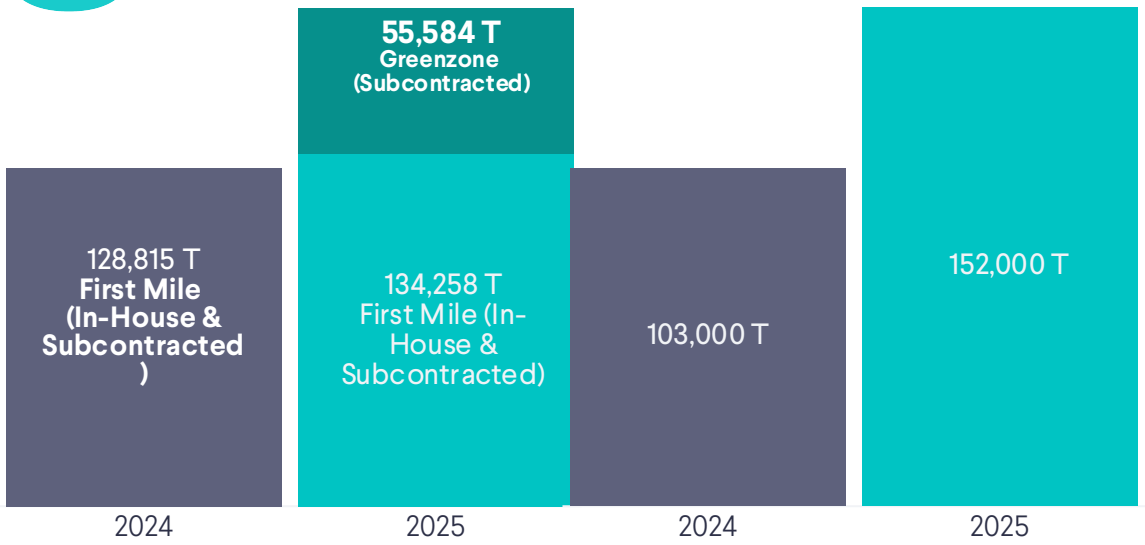
Certified B Corporation
Learn more at bcorp.com

Environment
B Impact Assessment
Relevant Impact Area

Our carbon impact 2025

+47% Tonnes of waste collected

+47% YoY Tonnes of carbon saved



Waste collected generated 47,072,628 kWh of energy...

Enough to power all the homes in Newark for a year!

That's the equivalent of planting 601,602 trees!

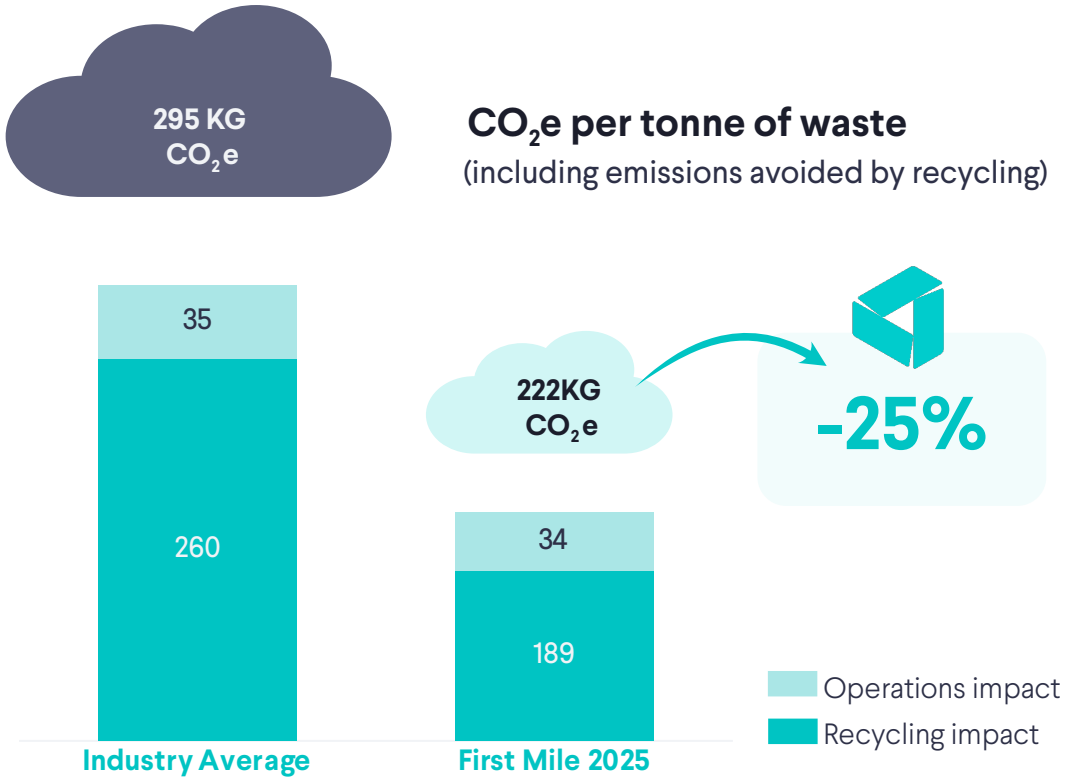
2025 was our best year yet for environmental impact

Simpler Recycling legislation came into effect in April 2025 meaning businesses were required by law to separate food waste and dry recyclables from residual waste.

Highlights include:

- Food waste recycling increased by 72% YoY
- Operational efficiencies reduced road miles, saved fuel and improved the carbon impact on our operations
- Collecting more waste and recycling than ever which led to over 152,000 tonnes of carbon emissions being saved

Our carbon impact versus the industry



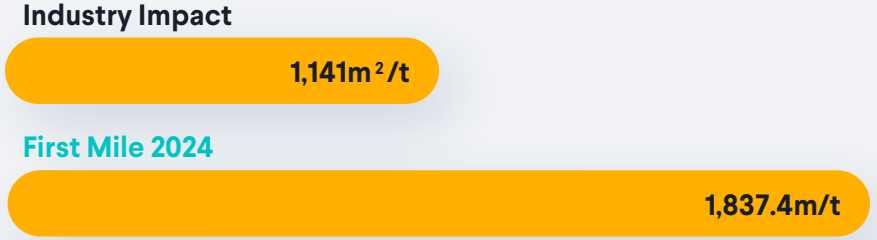
25% lower emissions per tonne of waste collected than the industry average due to better recycling rates and more sustainable operations.

Recycling avoids the need to produce virgin materials and **protects biodiversity** by preventing land from being used for forestry, mining and processing.

Our **higher recycling rates** allows us to **reduce land use** by 1.6x as much as the industry average.

Biodiversity impact

Land use avoided (m2) per tonne of waste





1.6x land use avoided

› **90%** of biodiversity loss and water stress is a result of extraction and processing of materials, fuels and food.
- Ellen MacArthur Foundation

Scope 1 & 2 emissions

We are always searching for ways to reduce the environmental impact of our operations to maximise recycling rates and reduce our scope 1 emissions.

Our fleet is the largest output of scope 1 emissions, and our long-term goal is to move to an electrified HGV fleet. In 2025, we tested the latest EV HGVs on the market. Whilst improvements have been made, they remain operationally unviable due to the size, weight and energy demands of the batteries needed.

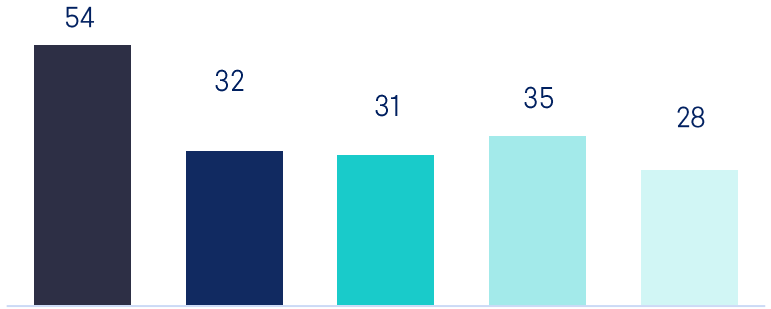
To reduce our emissions ahead of full electrification, we continue to use our electric cargo bikes and cages across busy urban areas. Our bespoke built Miley app optimises driver routes to reduce road miles and improve customer experience.

Our focus on Scope 2 emissions is on using sustainable energy where possible, particularly the electricity consumed across our operational facilities.

In 2025, our Scope 1 & 2 emissions intensity per tonne of waste collected decreased by 20%, from 35 to 28 kg CO_2e/tonne, reaching its lowest level since 2023. Absolute Scope 1 & 2 emissions also decreased from 2,940 tCO_2e in 2024 to 2,787 tCO_2e in 2025, a reduction of -5%

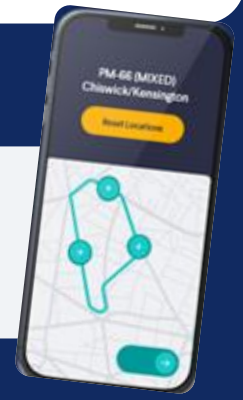
Our innovations above were partially offset by the expansion of our London operations and a growing customer base, but we are proud of the continued progress we have made as our impact remains -25% lower than the industry average.

Scope 1 & 2 emissions intensity
kg CO_2e / tonne waste collected



	2021	2022	2023	2024	2025
Emissions (TCO_2e)	2714	2423	2510	2940	2787
Intensity (T CO_2e / £m Sales)	110	60	54	58	37

Our custom-built driver app is used to optimise our collection routes, reducing road miles and ensuring excellent service for our customers.



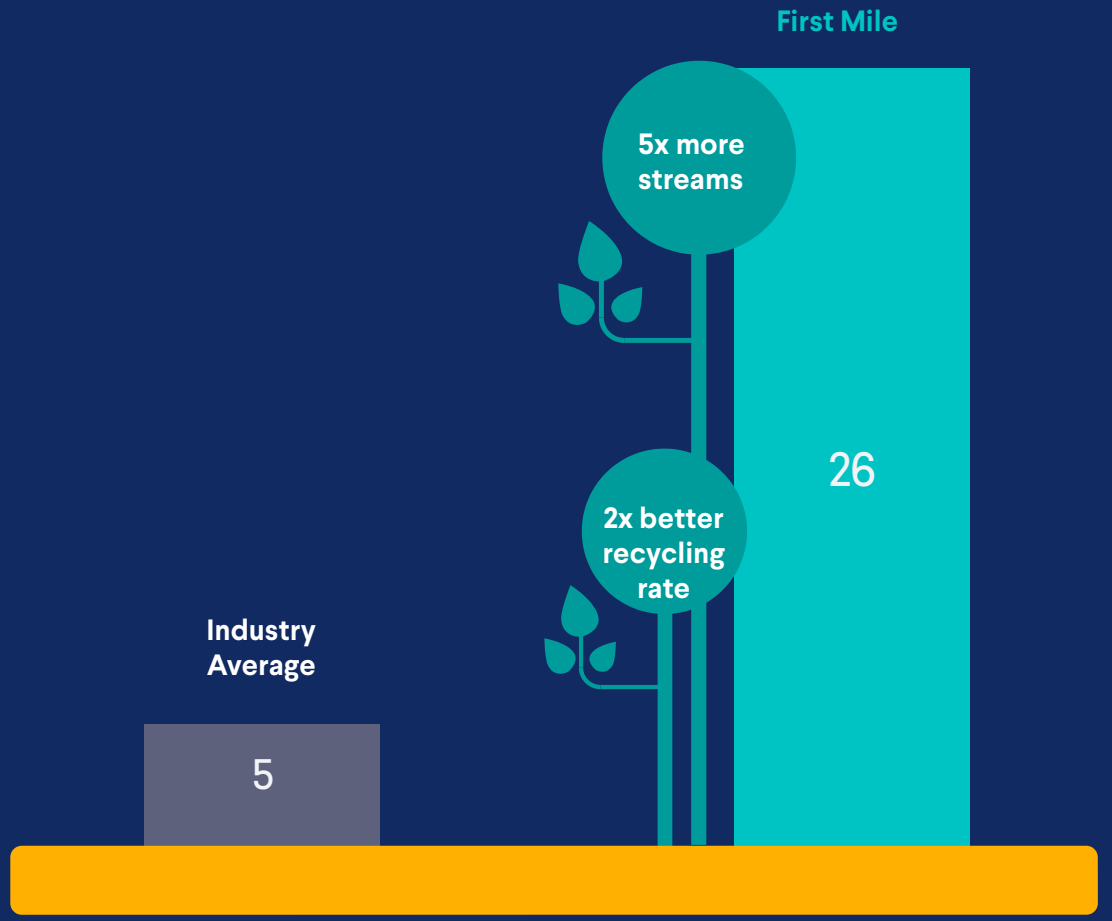
More customers, better impact

Our business model is inherently **good for the planet** - as our customer base grows, so does our positive environmental impact.

Welcoming new customers to First Mile improves operational efficiency, recycling rates and the reuse of valuable resources. Greater scale enables reduced emissions intensity and short-distance clean transport (e.g., electric zero-emission cargo bikes).



First Mile number of waste and recycling streams compared to the industry average



Case Study

Building a Circular Economy Through Innovation

Reinventing Plastic Keg Recycling

OneCircle is a Dutch company behind KeyKeg and UniKeg, producing lightweight, recyclable plastic kegs for the global beverage industry.

At the end of 2024, changes to European waste shipment regulations affected how OneCircle could accept and process mixed materials from outside the European Union. This meant they could no longer accept certain mixed-material waste streams for recycling from the UK.

As there was no established recycling process in the UK for these mixed materials, our recycling operations team led by Head of Processing, Haralambie Radu, set to work to build our own solution in-house.

We designed and built a bespoke dismantling system capable of separating the different components quickly, safely and efficiently. The system secures multiple kegs simultaneously, allowing operators to remove the internal bag and other components while leaving a clean, uncontaminated PET shell ready for recycling.





This innovation transformed a previously challenging mixed-material product into distinct material streams that could be processed through conventional recycling infrastructure.

Case Study

Building a Circular Economy Through Innovation

Reinventing Plastic Keg Recycling

Strengthening the UK's Circular Economy

The ability to separate materials at source created a new opportunity: keeping valuable plastics within the UK recycling system.

By processing the kegs at our own facility, we eliminated the need to transport mixed-material products overseas to one manufacturer and instead established new domestic recycling routes. During the project, we identified and partnered with three UK-based processors capable of recycling the recovered plastics and turning them into valuable feedstock for future manufacturing.

The result is a lower-carbon, more resilient recycling solution that supports local markets for recycled materials while reducing reliance on international processing networks.



Enhancing domestic recycling routes

In 2025, First Mile:

3
New UK recycling partnerships

+30T
Recycled over 30 tonnes of plastic

40,000
Processed more than 40,000 plastic kegs

Recovered plastics

Enabled recovered plastics to be recycled locally and reintroduced into the manufacturing supply chain



Recovered plastics ready to be repurposed

Driving Industry Innovation

The impact of the project extends beyond First Mile.

What began as a response to changing regulations has become an example of how innovation can unlock recycling opportunities for complex products. The dismantling system has demonstrated a practical solution to a challenge faced across the industry, attracting interest from KeyKeg itself.

The manufacturer is now exploring opportunities to adopt the design within its own European operations, helping to expand material recovery and recycling outcomes across its wider network.

Delivering Measurable Impact

The project has successfully created a viable recycling route for a material stream that previously faced significant barriers to recovery.

By combining engineering ingenuity with a commitment to resource recovery, we created a new recycling solution that keeps valuable materials in circulation, supports domestic recycling infrastructure and demonstrates how innovation can help solve some of the industry's most complex recycling challenges.

Building a sustainable supply chain

Our unique business model

We operate a bespoke waste sorting facility but do not process waste ourselves. This provides the flexibility to partner with those who deliver the **greatest environmental benefit**.

End-destination transparency

Customers can then track where their waste has been processed on our Customer Portal.

Sustainable products

Our sacks are produced from recycled agricultural film and the recycled plastics that we collect.

Over 35
Specialist recycling partners nationwide



Case Study

Ready for Simpler Recycling

Scaling Operations for a New Era of Compliance

Investing Ahead of Change
When DEFRA's new Simpler Recycling legislation came into force in England in March 2025, businesses faced new requirements to separate recyclable materials and food waste from general waste. Anticipating a significant increase in recycling and food waste collections, First Mile invested across its operations to ensure customers could remain compliant without compromising on service.

Building a Smarter Collection Fleet
To meet rising demand, we expanded our fleet with new food waste vehicles and innovative split-body waste compactors. The specially designed trucks carry three waste streams, food waste, mixed recycling and general waste, in a single journey, with a dedicated front compartment preventing food contamination.



This enabled us to continue collecting waste on busy London routes without changing collection schedules, while reducing road miles and associated carbon emissions. Following an assessment by DEFRA, our collection approach was recognised as an effective way to increase recycling, improve operational efficiency and support environmental outcomes.

The success of this approach is underpinned by our North London materials sorting facility.

After collection, waste is transported back to the facility and placed onto a specialist picking line, where materials are separated and prepared for onward processing. This capability allows us to collect multiple waste streams efficiently in a single journey while ensuring recyclable materials are still recovered and diverted from disposal.





Supporting Our Supply Chain
Preparing for Simpler Recycling extended beyond our own operations. We worked closely with our supplier network across the UK to ensure collection and processing partners were ready for the changing legislation and could deliver the same high standards of service expected by First Mile customers.

Beginning in 2024 and continuing throughout 2025, we collaborated with suppliers to align collection processes, communicate new requirements and support customers through the transition. This helped create a consistent customer experience across the country while ensuring compliance requirements were clearly understood and implemented.

Case Study

Ready for Simpler Recycling

Scaling Operations for a New Era of Compliance

Expanding Processing Capacity
Behind the scenes, we upgraded our North London materials sorting facility, *The Sacktory*, to handle greater volumes of waste and recycling than ever before.

New tipping bays, larger conveyor systems and expanded food waste processing areas increased processing capability across the site.

We also redesigned and enlarged our food waste bays to accommodate the rapid growth in food collections generated by the new legislation.

These improvements helped the facility achieve another record year for processing volumes while maintaining high recycling standards.



Selecting the Right Processing Partners
As a waste collector, First Mile works with a network of specialist processing partners across the UK. Our model enables us to select partners that deliver the greatest environmental outcomes for the materials we collect.

As part of our Simpler Recycling preparations, we selected Biogen as our dedicated food waste and coffee grounds processing partner. With 19 facilities across the UK, Biogen uses anaerobic digestion technology to convert food waste into renewable energy and other valuable resources.

Working with a single specialist partner enabled us to simplify food waste collections for customers by allowing coffee grounds and food waste to be collected together. Customers producing larger volumes of coffee grounds can still choose to separate and report on them independently, while others benefit from a simpler, combined service. This flexibility helped us collect and recycle more food waste than ever before while ensuring material was processed through a trusted and environmentally beneficial route.

Evolving Our Service Offering
The introduction of mandatory food waste collections presented a particular challenge for businesses in dense urban areas, where kerbside sack collections are common and storage space is limited.

To help customers adapt, we evolved our service offering with the introduction of a 25-litre lockable food caddy. Designed specifically for businesses using sack collections, the caddy provides a practical solution for storing food waste and coffee grounds safely within premises before collection. Customers can also opt for our 240L food waste wheelie bin if they have enough storage space.

Customers place the caddy outside their premises alongside their waste sacks at their collection time, while the lockable design helps prevent spills, accidental opening and interference from animals. Each caddy is supplied with a business identification label to minimise loss or mix-ups on busy streets.

By introducing the service ahead of any potential future restrictions on food waste sacks, we helped customers remain prepared for a changing regulatory landscape.

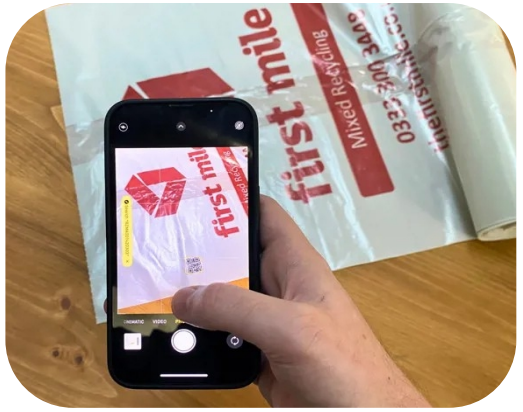
Case Study

Ready for Simpler Recycling

Scaling Operations for a New Era of Compliance

Giving Customers Actionable Insights

Preparing customers for Simpler Recycling meant helping our customers to improve waste segregation and reduce contamination. Whilst our operational upgrades took place behind the scenes, we ran weekly online workshops in partnership with DEFRA, in the runup to the deadline and our key account managers worked directly with customers to ensure they were fully setup ahead of March 2025.



Offering ongoing support and information to customers ensured a smooth, timely rollout for businesses with as little disruption as possible. Once set up, it was important to then track customer progress and identify issues.

We rolled out our contamination scanning technology to more waste sacks returned to the materials sorting facility. Every First Mile sack contains a unique QR code that is linked to a customer account at the point of delivery.

This innovation helped customers improve recycling performance, avoid potential compliance issues and gain greater visibility into their waste management practices. Customers can also access detailed waste and recycling data through their online portal, helping them identify trends and spot opportunities to recycle more effectively.

Delivering Measurable Results

The investments made across our fleet, facilities, supplier network, technology and service offering ensured we were ready to support customers through one of the biggest changes to business recycling in recent years.

In 2025:

47.6k

Tonnes of recycling processed at our Materials Sorting Facility

72%

Uplift in food waste collected and recycled

+5pp

Improvement in recycling rate

GOLD

A record number of customers achieved our “Gold” recycling standard accreditation

By investing and preparing ahead of legislative change, First Mile helped thousands of businesses transition smoothly to Simpler Recycling while increasing recycling performance, reducing contamination and building a more sustainable waste management system for the future.

03
People



Our approach to improving social impact

Our customers and our team are at the heart of everything we do, demonstrated by our two core values to amaze customers and be one team (the other one of course is love the planet!).

Customer-centric approach

Customer experience is at the heart of how we design our services and solutions. We aim to improve sustainability through convenient waste services with best-in-class regulatory and environmental reporting

Many people, one team

Our people across collections, customer services, and the wider business are focused on providing customer excellence that positively benefits the environment. Good for the planet. Good for business.

Community minded

The communities we serve are an important part our business and we aim to give back as part of our general operations, we work with communities and charities including Rewilding Britain, Crisis and the Small Steps Project.

2/3
of customers have 2 or more recycling streams

8x
Front of house recycling rate improvement by using segregated bins and signage

Working with
42
BIDs and Estates

5k
sign ups for new recycling streams

Excellent
Trustpilot

77%
Customer satisfaction score

+1.4M
Engagement comms sent

ATG Entertainment: Transforming

Front-of-House Recycling in Live Entertainment

The Challenge
Across ATG Entertainment's nationwide portfolio of theatres and venues, front-of-house waste generated by visitors was heavily contaminated, limiting recycling performance and creating operational challenges. Existing bin systems lacked consistency and clear guidance, making it difficult for both staff and guests to recycle correctly.

Our Solution
First Mile partnered with ATG Entertainment to redesign the visitor recycling experience from the ground up. Following extensive waste audits, we co-developed a bespoke front-of-house recycling system featuring custom-designed bins, colour-coded waste streams and clear visual signage tailored to common venue waste items. The rollout was supported by staff training, regular performance reviews and ongoing data analysis through the First Mile portal.

The Results
Within three months of implementation, **contamination fell dramatically from 85.81% to 8.01%**, while front-of-house **recycling rates increased from 8.53% to 68.35%**.

Across the estate, more than **602 tonnes of material were recycled**, delivering **carbon savings of 487 tonnes of CO_2**. Collection reliability reached 98.98%, ensuring venues could maintain exceptional visitor experiences while improving environmental performance.

90%
Reduction in contamination
From 85.1% to 8.0%

8x
Increase in recycling rate
From 8.53% to 68.35%

487t
Tonnes of CO2
Savings delivered



Why it matters
The project provides a blueprint for improving recycling outcomes in complex, high-footfall hospitality environments. By combining behavioural design, stakeholder engagement and data-led decision making, First Mile and ATG Entertainment created a model that not only improves recycling performance but also embeds sustainability into venue operations, procurement decisions and future planning.

Recycling excellence through engagement

Simpler Recycling roll out

Simpler Recycling was one of the largest changes to waste legislation in recent years.

We spent significant time working with customers to ensure they received the support they needed to meet regulatory requirements, this included:

- Webinars, free audits, customer training and workshops.
- Additional food waste services and extending our own operations to accommodate the increased demand for food waste disposal without impacting scheduled collections.
- Full reporting of food waste movement through to our processing partner Biogen. Customers can see how their waste is being transformed into a valuable resource.





Local support

First Mile worked with over 40 Business Improvement Districts (BIDs) and Estates in London and Birmingham to help members improve recycling. We offered coffee shop drop-ins as well as free WEEE recycling and waste audits.



More accessible to customers

We launched a new Customer Success Team to be more accessible to customers who want to speak to a representative to obtain advice, guidance and best practices. It is now easier than ever for customers to get 121 support from experts on how to maximise their sustainability and recycling excellence.

Recycling standard certification

First Mile continued the Recycling Standard Certification scheme that rewards customers for their recycling efforts throughout the year.

Customers are awarded either gold, silver, or zero-to-landfill based on the number and types of service they use First Mile for.



Gail's Bakery:

Building a National Recycling Model Across 120+ Bakeries

As Gail's Bakery rapidly expanded its national estate, maintaining consistent recycling practices across more than 120 locations became increasingly difficult. Waste audits revealed high contamination levels in dry mixed recycling, inconsistent bin infrastructure, and large volumes of recyclable material being lost to general waste. At the same time, Gail's needed to prepare for incoming Simpler Recycling legislation while reducing costs and improving environmental performance.

The Solution

First Mile and Gail's transformed a traditional supplier relationship into a strategic sustainability partnership. Together, the organisations conducted site audits, redesigned waste processes, introduced dedicated food and coffee recycling streams, standardised bin layouts, and developed training resources for teams nationwide. A redesigned First Mile customer portal empowered site managers to take ownership of waste services, report issues directly, and access environmental performance data in real time.

The Results

The programme delivered measurable operational and environmental benefits. **Recycling rates increased from 44% to 57% in just 18 months** despite continued business growth. More than **984 tonnes of food waste** were diverted from landfill, and service optimisation initiatives generated significant cost savings, including a reduction of more than £845 per month at one location. All sites were prepared for Simpler Recycling compliance, while ongoing coffee recycling expansion continues to improve resource recovery across the estate.

57%
Recycling rate
from 44% to 57% in 18 months

984T
Food waste
Diverted from landfill

£845+
Cost savings per month
At one location



Why It matters

The partnership demonstrates how operational data, behavioural change, technology and frontline engagement can work together to create a scalable sustainability model. By embedding recycling into daily operations and empowering local teams, Gail's has established a consistent, compliant and future-ready waste management framework that can continue to evolve alongside the business.

Our people

37%

Of our workforce is from non-white groups

An increase of

4%

since last year

38

Different nationalities employed at First Mile

945

Hours of CPC training completed by our HGV drivers last year

Wellbeing

Nominated for: Employee Wellness Initiative of the Year

For our provision of Mintago for financial, physical, and mental wellbeing.

Massage Therapy

We host monthly massage sessions with experienced masseuses for our drivers.

Pay & Benefits

We are a London Living Wage Employer – everyone at First Mile is paid at least £13.85 an hour.

Employee Appraisals and Bonus

All employees are eligible for quarterly bonuses and receive an appraisal each quarter.

We have prizes for Driver, Cyclist, and Management First Miler of Quarter – announced at our First Mile Town Halls..



233 High Holborn, London WC1V 7DN
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Thank you

If you would like to learn more about our impact initiatives or the methodologies in our report, then feel free to contact us at **info@thefirstmile.co.uk**

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