



AHP+MH HUNTER  
GATHERER

# Environmental Report (Carbon Plan)

Hunter Gatherer AHP Resourcing LTD

• Quote from our CEO, Gavin  
Johnstone

**“As CEO of HG Ventures I am acutely aware that our operations and activities have an impact on the environment. Mitigating our contribution to climate change by reducing carbon emissions aligns not only with global efforts towards sustainability but also makes smart long-term business sense.**

Our commitment goes beyond rhetoric; it is a pledge to take clear, defined actions aimed at minimising our greenhouse gas emissions and promoting sustainable practices. Therefore, I am fully committed to the goal of significantly minimising the carbon footprint of HG Ventures across all facilities and operations. My target is to reduce our overall carbon emissions by at least 30% by 2038, and to become net zero by 2045. This commitment is not just a declaration; it is a call to action and an invitation for collaboration. We believe that by working together with our employees, candidates, clients and suppliers, we can make a more significant and lasting impact on the environment.”

• Quote from our COO,  
Benton Robertson

**“As leaders in specialist healthcare recruitment we recognise the profound impact our industry has on people’s lives and the planet.**

As we embark on our journey towards sustainability, we are committed to not only shaping the future of healthcare but also ensuring that our efforts contribute to a healthier planet for generations to come. Our commitment to reducing carbon emissions is rooted in the belief that a healthier environment is essential for the well-being of both our global community and the healthcare professionals we connect with opportunities. Together, we’re not just transforming careers; we’re cultivating a greener, healthier future. In our commitment to nurturing a healthier world, Hunter Gatherer AHP is proud to present our Environmental Report including our Carbon Reduction Plan. A comprehensive exploration of our journey towards sustainability in the recruitment of AHPs. As we connect talented healthcare professionals with opportunities that shape the future of healthcare, we recognise the profound impact our operations can have on the environment. This report not only highlights the steps we’ve taken to minimise our ecological footprint but also outlines our ongoing commitment to environmentally conscious practices. Join us as we delve into the initiatives shaping a greener, more sustainable future for AHP recruitment and the healthcare sector as a whole.”

• NET ZERO  
ROAD MAP

As a provider of talent to the NHS, it is important to us that we help them achieve their mission to deliver the world's first net zero healthcare service by 2045.

2023

Net Zero and Social Value

All NHS procurements include a minimum 10% net zero and social value weighting. The net zero and social value guidance for NHS procurement teams helps to unlock health-specific outcomes (building on PPN 06/20). Net Zero and Social Value will be applied via the Evergreen assessment for NHS England Medicines tenders.

2024

Carbon Reduction Plan

For all new contracts above £5 million per annum, the NHS requires suppliers to publish a Carbon Reduction Plan for their UK Scope 1 and 2 emissions and a subset of scope 3 emissions as a minimum (aligning with PPN 06/21). From April 2024, this requirement will be proportionately extended to cover all new procurements

2027

All Emissions

All suppliers will be required to publicly report targets, emissions and publish a Carbon Reduction Plan for global emissions aligned to the NHS net zero target, for all of their Scope 1, 2 and 3 emissions.

2028

Product-Level Requirements

New requirements will be introduced overseeing the provision of carbon footprinting for individual products supplied to the NHS. The NHS will work with suppliers and regulators to determine the scope and methodology.

2045




Net Zero Goal

We commit to delivering net zero by 01/01/2045



Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of our emission reduction plan.

These figures are the reference point against which our future greenhouse gas (GHG) emissions can be measured. In line with the GHG Protocol Methodology (ISO 14064-1), our carbon footprint is categorised into 3 'scopes':

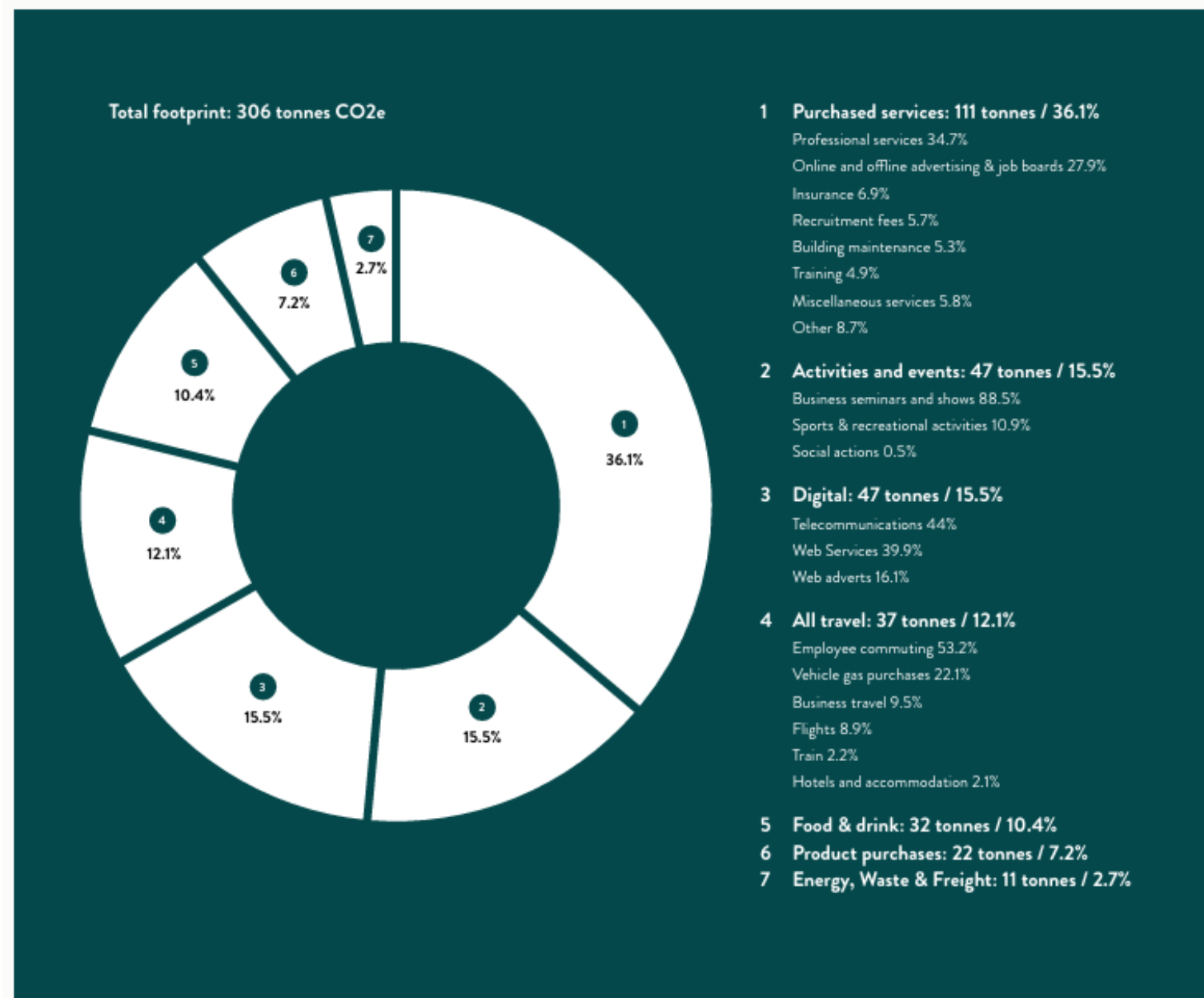
	<b>SCOPE 1</b> Direct greenhouse (GHG) emissions from owned or controlled sources within the business, such as business travel, any company owned vehicles or central heating.	<b>6.732</b> <small>TONNES (2023)</small>
	<b>SCOPE 2</b> Indirect emissions from purchased energy, such as electricity.	<b>5.814</b> <small>TONNES (2023)</small>
	<b>SCOPE 3</b> Indirect emissions from our supply chain. This covers emissions associated with business travel, advertising, waste and water. Usually, Scope 3 is the greatest share of the carbon footprint.	<b>293.454</b> <small>TONNES (2023)</small>

306  
tCO<sub>2</sub>e  
The total emissions  
of HG Ventures\*

\*Our footprint is extensive, since we include our online job advertising in our Scope 3 figure, and our information is presented across the entire HG Ventures group (including Hunter Gatherer AHP Resourcing Ltd).

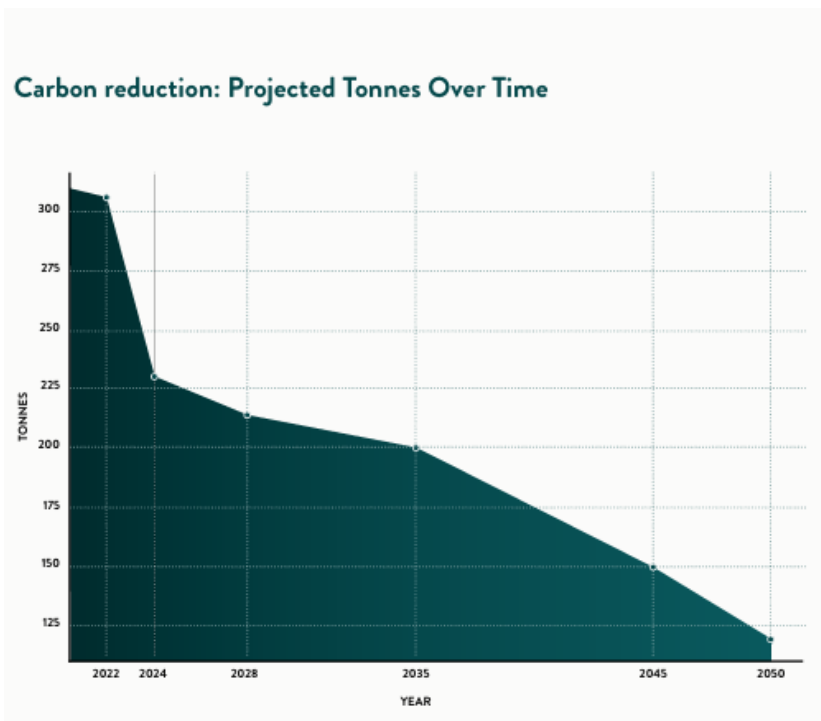


## Scope 2 – Indirect Emissions



## NET ZERO ROAD MAP

In order for us to achieve our target of net zero by 2045, we have adopted the following carbon reduction targets.



### 01

Target 01

In the first quarter of 2024 we will survey our staff to choose which certified climate contribution project we will support to reduce the emissions we cannot currently make an impact on

### 02

Target 02

By the end of 2024, we pledge to offset at least 25% of the carbon emissions we cannot currently make an impact on

### 03

Target 03

By 2028, we will have reduced our GHG emissions by 30% (to 214.2 tCO<sub>2</sub>e)

### 04

Target 04

By 2040, we pledge to have reduced our Scope 1 emissions by 95%

### 05

Target 05

By 2045 we pledge to have reduced our Scope 3 emissions by at least 50% and to offset the balance through climate contribution projects to ensure we meet our net zero target.

2024 Scopes (Current Year)

5.122

Tonnes (2024)

Scope 1

Direct greenhouse (GHG) emissions from owned or controlled sources within the business, such as business travel, any company owned vehicles or central heating.

4.304

Tonnes (2024)

Scope 2

Indirect emissions from purchased energy, such as electricity

214.473

Tonnes (2024)

Scope 3

Indirect emissions from our supply chain. This covers emissions associated with business travel, advertising, waste and water. Usually, Scope 3 is the greatest share of the carbon footprint.

223.899

Tonnes (2024)

Totals tCO2e

By 2040, we pledge to have reduced our Scope 1 emissions by 95%

## Declaration and Sign off

Our Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.

Where relevant, emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol Corporate Standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting. Where relevant, Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Environmental Report, including our Carbon Reduction Plan, has been reviewed and signed off by the COO, Benton Robertson.

A handwritten signature in black ink, appearing to read 'BR', is positioned above the name Benton Robertson. The signature is stylized and fluid.

Benton Robertson, COO, Dec 2024



# Thank you for your time.

## Connect with us

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- QUESTIONS?

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