

Carbon Reduction Plan (Updated 2025)

Compliant with PPN 006: Taking account of Carbon Reduction Plans in major government contracts

Statement 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 sustainability goals but also makes long-term business sense. Our commitment goes beyond rhetoric; it is a pledge to take clear, measurable actions that minimise our greenhouse gas emissions and embed sustainability throughout our operations. We aim to reduce our overall carbon footprint by 30% by 2038 and to reach Net Zero by 2045, in line with the NHS Net Zero Supply Chain ambition."

Statement from our MD, Benton Robertson

"As a leader in healthcare recruitment, we understand our industry's responsibility not only to people but also to the planet. Our commitment to reducing carbon emissions is grounded in our belief that a healthier environment supports a healthier society. This updated Carbon Reduction Plan outlines the next phase of our sustainability journey - integrating PPN 006 requirements, transparent reporting, and measurable actions toward our Net Zero 2045 goal."

Commitment to Achieving Net Zero

Hunter Gatherer AHP Resourcing Ltd is committed to achieving Net Zero greenhouse gas emissions by 2045 for all UK operations. This Plan complies with the Cabinet Office's Procurement Policy Note 006 (Taking account of Carbon Reduction Plans in the procurement of major government contracts) and its associated technical standard (February 2025).

This Carbon Reduction Plan is published on both our public websites at hg-ahp.com and hg-mh.com and is updated annually to demonstrate our ongoing progress toward Net Zero.

Baseline Emissions Footprint

Baseline year: September 2023 – August 2024

Emissions were calculated using the GHG Protocol Corporate Standard and appropriate UK Government conversion factors. Our baseline data covers Scope 1, Scope 2, and a defined subset of Scope 3 emissions in accordance with PPN 006 requirements.

Scope 3 Categories Included:

Our Scope 3 baseline includes the following categories as defined by the GHG Protocol Corporate Value Chain (Scope 3) Standard:

- Category 5: Waste generated in operations

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- Category 6: Business travel (air, rail, road)
- Category 7: Employee commuting (included via hybrid working policy data)
- Category 8: Upstream leased assets (shared office utilities and waste)
- Partial Category 1: Purchased goods and services (advertising, marketing materials, IT equipment)

Scope 3 Categories Excluded:

The following Scope 3 categories are currently excluded due to limited materiality or data availability:

- Category 2: Capital goods – Not material to our operations as a services business
- Category 3 & 4: Fuel and energy-related activities – Captured within Scope 1 and 2 reporting
- Category 9–15: Downstream categories – Not applicable as we provide recruitment services rather than physical products

We are committed to expanding our Scope 3 data collection annually and will review excluded categories for inclusion as data quality improves.

Baseline Emissions (September 2023 – August 2024):

Scope	Source	Tonnes CO ₂ e (2023-24)
Scope 1	Direct GHG emissions from owned or controlled sources (company vehicles, heating)	6.732
Scope 2	Indirect GHG emissions from purchased energy (electricity, lighting)	5.814
Scope 3 (subset)	Indirect emissions from business travel, advertising, waste, water, supply chain	293.454
Total Baseline		306.000

Emissions Reduction Targets

To achieve Net Zero by 2045, we have set the following interim milestones based on absolute emissions reduction and aligned with science-based decarbonisation pathways:

Target	Description	Year / Outcome
01	Conduct staff survey and select certified climate-contribution project	Q1 2025
02	Offset ≥ 25% of unavoidable emissions	By Dec 2025
03	Reduce total GHG emissions by 30% (≤ 214.2 tCO ₂ e)	By 2038
04	Reduce Scope 1 emissions by 95%	By 2040
05	Reduce Scope 3 emissions by ≥ 50% and offset remainder	By 2045

Net Zero 2045 Strategy: Our Net Zero target includes residual emissions that cannot be eliminated through reduction measures alone. These will be addressed through verified carbon removal or offsetting schemes that meet internationally recognised standards (e.g., Gold Standard, Verified Carbon Standard).

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Carbon Reduction Initiatives and Measures Implemented since YE 2024:

- Hybrid and remote-working policy reducing commuting emissions by over 60%
- Transition to 100% renewable electricity supplier for UK offices
- Paperless operations across compliance, payroll and HR systems
- Recycling and waste-segregation facilities in all offices
- Business-travel reduction via virtual meetings and digital client engagement
- Supplier engagement to identify lower-carbon alternatives

Planned 2025–2028:

- Roll-out of electric vehicle (EV) and cycle-to-work schemes
- Annual energy-efficiency audit and LED-lighting retrofit
- Formal supplier code embedding environmental standards
- Expansion of Scope 3 data collection
- Publication of annual progress via Hunter Sustainability Report
- Explore accredited offsetting and re-forestation schemes

Most Recent Reporting Year: Emissions Footprint

Reporting Year: September 2024 – August 2025

Emissions were calculated using the GHG Protocol Corporate Standard and appropriate UK Government conversion factors. Our reporting year data covers Scope 1, Scope 2, and a defined subset of Scope 3 emissions in accordance with PPN 006 requirements.

Reporting Year Emissions (September 2024 – August 2025):

Scope	Source	Tonnes CO ₂ e (2024-25)
Scope 1	Direct GHG emissions from owned or controlled sources (company vehicles, heating)	5.122
Scope 2	Indirect GHG emissions from purchased energy (electricity, lighting)	4.304
Scope 3 (subset)	Indirect emissions from business travel, advertising, waste, water, supply chain	214.473
Total Emissions		223.899

Emissions Narrative and Analysis of Reduction

Hunter Gatherer AHP Resourcing Ltd has achieved a total emissions reduction of 26.9% between the 2023–24 baseline year and the 2024–25 reporting year. Total organisational emissions decreased from 306.000 tCO₂e to 223.899 tCO₂e, representing a meaningful step toward our Net Zero 2045 commitment. This reduction reflects the embedding of sustainable operational practices and the first full year of company-wide environmental initiatives launched in late 2023. The year-on-year reduction of 82.101 tCO₂e demonstrates measurable

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decarbonisation across all operational areas, with the most significant gains in Scope 3 emissions—the largest contributor to the company's carbon footprint. The results confirm that the initiatives launched in 2024 delivered both environmental and operational benefits without compromising service delivery.

Hunter Gatherer AHP Resourcing Ltd will continue to expand its data collection and supply-chain analysis in FY 2025–26, prioritising improved accuracy in Scope 3 categories and identifying opportunities for further reductions through supplier collaboration, travel rationalisation, and offsetting residual emissions in accordance with verified carbon-removal standards.

Next Reporting Cycle

The next Carbon Reduction Plan update will cover September 2025 – August 2026.

It will include a full recalculation of Scope 1, 2 and 3 emissions using the same methodology and comparison to both the 2023–24 baseline and 2024–25 reporting year.

This report will be completed and published within six months of the financial year end (by February 2026), ensuring full PPN 006 compliance by maintaining up-to-date data less than 12 months old at the time of use in procurement submissions.

Governance and Accountability

- The MD holds executive responsibility for delivery of this plan
- Operations and Compliance Team maintain emissions data
- Annual review and publication on hg-ahp.com
- Integration with Environmental Policy and Social Value Strategy

Declaration and Sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 006 (formerly PPN 06/21) and related guidance. Emissions are reported following the GHG Protocol Corporate Standard, the Corporate Value Chain (Scope 3) Standard, and the latest BEIS/Defra UK GHG Conversion Factors. Scope 1 and Scope 2 data align with Streamlined Energy and Carbon Reporting (SECR) requirements.



Signed: Benton Robertson, Managing Director

Date: 10 October 2025

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