



Carbon Reduction Plan

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Commitment to achieving Net Zero

Hunter Healthcare Resourcing Ltd is committed to achieving Net Zero emissions by 2050 for emissions scopes 1, 2 and 3.

UN SDGS Commitment

Goal 11: Sustainable cities and communities
 Goal 12: Responsible consumption and production
 Goal 13: Climate Action

We continuously review and refine our carbon reduction measures to ensure alignment with government frameworks and best practices.

Baseline Emissions Footprint

Baseline emissions represent our emissions profile before reduction initiatives were implemented.

(Updated to reflect accurate and improved emissions data collection)

Baseline Year Emissions (FY 2022/23)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0 tCO ₂ e
Scope 2	8.0 tCO ₂ e
Scope 3 (included Sources)	<ul style="list-style-type: none"> → 304.62 tCO₂e → Upstream transportation and distribution = 0 tCO₂e → Waste generated in operations = 0 tCO₂e → Business travel = 52.8 tCO₂e → Employee commuting 15.12 tCO₂e → Purchased goods and services = 222 tCO₂e → Capital goods = 14.7 tCO₂e → Downstream transportation and distribution = 0 tCO₂e <p>Employee commuting emissions were initially excluded from the baseline year due to limited data. After reviewing best practices under PPN 06/21 and the GHG Protocol, we have now incorporated them using a methodology based on average daily travel per employee.</p>
Total Emissions	312.62 tCO₂e



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Current Emissions Reporting

Latest Year Emissions (FY 2023/24)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0 tCO ₂ e
Scope 2	11.0 tCO ₂ e
Scope 3 (included Sources)	<ul style="list-style-type: none">→ 232.47 tCO₂e→ Upstream transportation and distribution = 0 tCO₂e→ Waste generated in operations = 0 tCO₂e→ Business travel = 8.0 tCO₂e→ Employee commuting = 9.07 tCO₂e→ Purchased goods and services = 187.3 tCO₂e→ Capital goods = 28.1 tCO₂e→ Downstream transportation and distribution = 0 tCO₂e
Total Emissions	243.47 tCO₂e

Emissions reduction targets

Hunter Healthcare has achieved a 22.1% reduction in total emissions and a 23.7% reduction in Scope 3 emissions between 2022/23 and 2023/24. This progress reflects improved procurement practices, reduced business travel, and a focus on operational efficiency.

Looking ahead, we are committed to a gradual and sustainable reduction pathway towards Net Zero by 2050, aiming to achieve approximately 40% reduction by 2030 (146.1 tCO₂e).

This pathway ensures a measured and achievable approach to emissions reduction while allowing flexibility for business growth, supplier engagement, and evolving industry standards. The target will be reviewed annually to ensure alignment with external factors.

Carbon Reduction Projects

The carbon reduction opportunities in this section are intended to support GHG emissions reduction efforts in line with our Net Zero target for 2050, subject to business operations and market conditions.



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Net Zero Focus and Sustainable Practices:

- Engaging with the Evergreen Suppliers Assessment to evaluate the environmental impact of suppliers and encourage best practices in carbon reduction.
- Encouraging employee behaviour change by publishing our environmental policy applicable to all Hunter Healthcare office locations with a renewed focus on recycling, energy efficiency, and sustainable travel (public transport, cycle-to-work scheme).
- Ongoing support for hybrid and flexible working arrangements to reduce commuting emissions and support workforce wellbeing.

Resource Efficiency:

- Encouraging a “digital-first” mindset to minimise printing and paper usage and encouraging the use of virtual meeting platforms when interacting with our candidates and clients, wherever government guidance permit.
- Continuing to provide employees with reusable kitchen items such as coffee mugs, metal water bottles, and utensils to minimise single-use plastic waste.
- Reducing unnecessary heating/cooling, maximising natural light usage.
- Pledging that, when appropriate, we will replace the lighting in our office spaces and bathrooms with LED light bulbs and motion-activated lights to reduce energy waste.

Employee Engagement:

- Maintaining our EDIfy committee for employee involvement in sustainability initiatives throughout the coming year.
- Educating employees via a LMS with specific modules on environmental awareness, which will be mandatory for all current and new employees to ensure alignment with our climate mission and vision.



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As further detail to the above, any measures pertaining to the replacement or updating of equipment, technologies, etc., will be at the point that the item is no longer repairable and requires replacement to avoid unnecessary waste.

The Executive Board of Hunter Healthcare Resourcing has given, and will continue to give, its full support to this Carbon Reduction programme and the team required to achieve our Net Zero ambitions. The Executive Board will lead by example, by including regular updates from the Carbon Net Zero initiative in periodic Exec-level meetings, helping to push for and implementing changes, along with arranging for specific sub-project funding as and when required.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the associated Technical Standard for the Completion of Carbon Reduction Plans.

Emissions have been calculated using UK Government GHG conversion factors, in line with the GHG Protocol Corporate Standard, SECR requirements, and the Corporate Value Chain (Scope 3) Standard for the required subset of Scope 3 emissions.

This plan will be reviewed annually to ensure alignment with regulatory standards.

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors of Hunter Healthcare Resourcing Ltd.

On behalf of the Supplier:



Ben James
Chief Executive Officer

The epicentre of healthcare

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