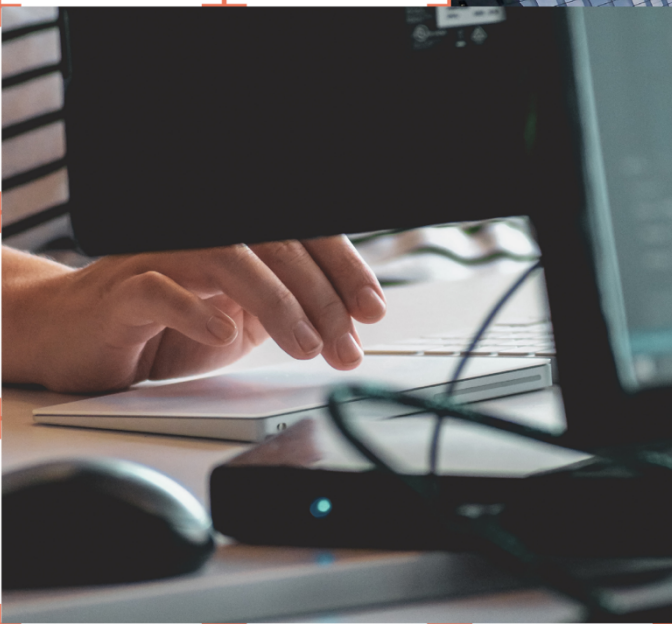




Carbon Reduction Plan

September 2024-August 2025

Hunter Healthcare



Carbon Reduction Plan

September 2024 – August 2025

Commitment to achieving Net Zero - Publication date: 30 July 2026

Hunter Healthcare Resourcing Limited is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 01/09/2022 to 31/08/2023		
Additional Details relating to the Baseline Emissions calculations.		
Hunter Healthcare is an international resourcing business founded in the UK in 2011. The majority of employees work from three all-electric offices in the UK (with hybrid working arrangements), while a few work from home.		
The company does not manufacture or sell any physical products, and it does not operate vehicles and had no fugitive gases, meaning there are no Scope 1 or downstream Scope 3 emissions.		
Baseline year emissions:		
Scope	TOTAL EMISSIONS (tCO ₂ e)	
Scope 1	N/A	
Scope 2	8.00 tCO ₂ e	
Scope 3 (Included Sources)	CATEGORY	EMISSIONS (tCO ₂ e)
	3.1 Purchased Goods & Services	222
	3.2 Capital Goods	14.7
	3.3 Fuel & Energy Related Activities	2.61
	3.4 Upstream Transport & Distribution	0.00
	3.5 Waste	0.00
	3.6 Business Travel	52.80
	3.7 Employee Commuting	15.12
	3.9 Downstream Transport & Distribution	0.00
	Total	304.62
Total Emissions	312.62 tCO ₂ e	



Current Emissions Reporting

Reporting Year: 01/09/2024 to 31/08/2025		
Additional Details relating to the Reporting Year Emissions calculations.		
There has been a change in emissions calculation methodology across Scope 2 and Scope 3 categories. Scope 2 emissions carry high uncertainty due to limited landlord-provided consumption data. Scope 3.1, 3.2 & 3.6 have been calculated using spend-based data, while Scope 3.5 waste has been calculated using site-specific waste data for the London office. For Leeds, building-level waste data was apportioned to estimate Hunter Healthcare’s share. The Leeds methodology was then used as a benchmark to estimate waste for the Bristol office, as it is a similar office type. Employee commuting has been calculated using survey-based information. Overall, there remains a high level of uncertainty in parts of the emissions calculation due to the level of data currently available to Hunter Healthcare.		
Scope	TOTAL EMISSIONS (tCO ₂ e)	
Scope 1	N/A	
Scope 2	11.98 tCO ₂ e	
Scope 3 (Included Sources)	CATEGORY	EMISSIONS (tCO ₂ e)
	3.1 Purchased Goods & Services	137.87
	3.2 Capital Goods	4.80
	3.3 Fuel & Energy Related Activities	4.63
	3.4 Upstream Transport & Distribution	0.00
	3.5 Waste	0.04
	3.6 Business Travel	112.30
	3.7 Employee Commuting	50.61
	3.9 Downstream Transport & Distribution	0.00
	Total	310.24
Total Emissions	322.22 tCO ₂ e	

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 317 tCO₂e by 2030. This represents a 1.4% increase from the 312.62 tCO₂e baseline, but a 1.6% reduction from the 322.22 tCO₂e comparison year.

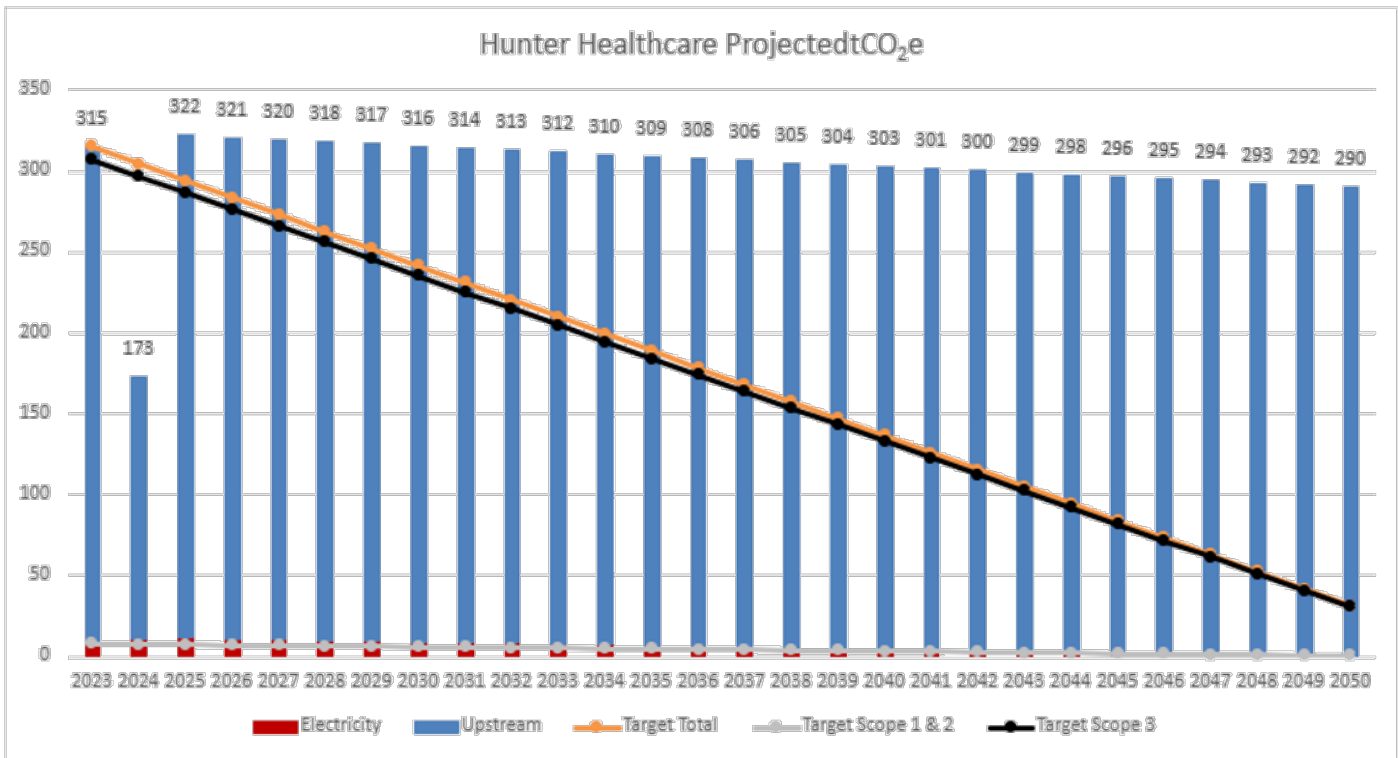


Intensity Metrics

Carbon Emissions per business Metric	Baseline Year	Reporting Year
	01/09/2022 – 31/08/2023	01/09/2024 – 31/08/2025
Emissions per Employee (tCO ₂ e/FTE)	3.94	4.05
Emissions per unit of Floor area (tCO ₂ e/FTE)	0.5	0.61

SBT Reduction Targets by Scope and Total

Progress against the original targets can be seen in the graph below, albeit still very early in the Net Zero Journey. Net Zero carbon reduction targets can be seen below based upon an absolute reduction cross sector pathway from Science Based Targets.



Carbon Reduction Projects – Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022/23 baseline:

1. Recycling Awareness Session to educate employees about waste streams and management.
2. Cycle-to-work scheme to promote sustainable transportation for employees.
3. Clothes drive for swapping, recycling and upcycling.



4. Increased number of remote workers compared with the previous reporting year, which may support reduced office-based energy demand and employee commuting emissions.

The carbon emission reductions achieved by these schemes were not measured against the baseline or the comparison year, and the measures will be in effect when performing the contract.

In the future we hope to implement further measures such as:

1. Committing to an Employee Engagement Programme to empower employees to take action to reduce emissions.
2. Liaising with landlords to obtain more accurate Scope 2 consumption information for occupied office spaces, reducing reliance on estimated or benchmark-based data in future reporting periods.
3. Trialling a remote-first pilot project to reduce the employee commuting footprint.
4. Investigating Scope 3 reduction projects to allow for more accurate simulation and increased progress towards Net Zero by 2050. This will include improving supplier and activity-level data collection over time, with the intention of moving away from spend-based methodology where better-quality data becomes available.
5. Engaging with Auditel (UK) Limited to support improved data accuracy, identify efficiency opportunities and enhance emissions reduction strategies.

Declaration and Sign Off

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

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard 1 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Bidder:



Date: 30 July 2026

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>



The epicentre of healthcare

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