



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

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: 2023	
Additional Details relating to the Baseline Emissions calculations.	
<p>In 2023 we refocused on our education around Net Zero and Carbon emissions reporting and collected more accurate emissions data than in the past, therefore we have updated our baseline reporting year. 2023 is the first full year of accurate carbon emissions data for the company, hence it is used as our new baseline.</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0 tCO ₂ e
Scope 2	33.2 tCO ₂ e
Scope 3 (included Sources)	<ul style="list-style-type: none"> → Upstream transportation and distribution = 0 tCO₂e → Waste generated in operations = 0 tCO₂e → Business travel = 52.8 tCO₂e → Purchased goods and services = 222 tCO₂e → Capital goods = 14.7 tCO₂e → Downstream transportation and distribution = 0 tCO₂e <p>As Hunter Healthcare is an administrative business with shared office space, we have a small carbon footprint. We have combined the emissions of our three UK based offices (London, Leeds, and Bristol) to result in the above numbers. As we do not control or own machinery and only have one electric car within our fleet our emissions within Scope 1 have been marked as zero.</p>
Total Emissions	323 tCO₂e



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Current Emissions Reporting

Due to refocused education and intelligence around Net Zero and GHG emissions, this year we changed the way we are reporting our carbon output and have calculated a new baseline against which future progress will be measured.

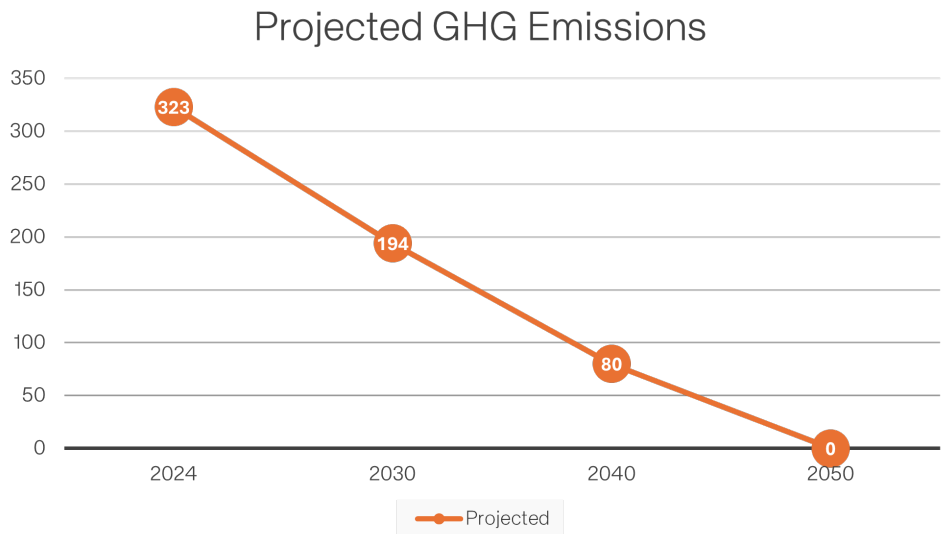
For the current reporting year (FY 2022/23), Scopes 1, 2 and 3 will be the same as the previous baseline year reporting. For clarity, the reporting period is 01 September 2022 to 31 August 2023.

Emissions reduction targets

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

We project that our carbon emissions will decrease over the next five years to 194 tCO₂e by 2030. This is a reduction of 40%.

Progress against these targets can be seen in the graph below:



The ambition in our target above is deliberate as we recognise the urgency associated with the need to reduce carbon outputs. Many of the proposed measures in the Projects & Initiatives section can be introduced and/or invested in by the milestone of 2030. All commitments and projects will undergo annual review to ensure we remain on target and monitor appropriately.

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Carbon Reduction Projects

The carbon reduction opportunities in this section, once fully implemented, will reduce our GHG emissions each year in line with achieving Net Zero by 2050 at the latest.

In order to achieve Net Zero emissions, we will be required to reduce our outputs across Scope 2 and 3.

We plan to implement the following measures:

Net Zero Focus and Sustainable Practices:

- Engaging with the Evergreen Suppliers Assessment to hold ourselves accountable on our journey to Net Zero.
- 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 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 NHS and Frameworks guidance allow.
- Working with Crown Commercial Services and NHS England regarding Right to Work and Identity checks as changes in Supplier guidance have meant we have had to move away from video conferencing methods to in person checks resulting in an unavoidable increase in our paper waste and our business travel emissions.
- Continuing to provide employees with reusable kitchen items such as coffee mugs, metal water bottles, and utensils to minimise single-use plastic waste.
- Running our dishwasher facilities only on the eco setting, once per day and communicating this to our building’s cleaning services.
- 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.

We also recognise that while our UK based emissions remain monitored in this report, we have opened two international offices and will be formulating plans to regulate our worldwide emissions profile.

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 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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 Carbon Reduction Plan has been reviewed and signed off by the board of directors.

On behalf of the Supplier:



Carla Salles
Head of Business Delivery & Governance

The epicentre of healthcare

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