



Carbon Reduction Plan

Carbon Reduction Plan

Supplier name: Hunter Healthcare Resourcing Limited

Publication date: 14/03/2025

Commitment to achieving Net Zero 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: 1st September 2022 – 31st August 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

EMISSIONS	TOTAL (tCO₂e)	
Scope 1	N/A	
Scope 2	8.0 tCO ₂ e	
Scope 3 (included Sources)	Category	Emmissions (tCO₂e)
	Purchased Goods & Services	222
	Capital Goods	14.7
	Fuel & Energy Related Activities	2.61
	Upstream Transportation & Distribution	0
	Waste Generated in Operations	0
	Business Travel	52.8
	Employee Commuting	15.12
	Downstream Transportation & Distribution	0
Total	304.62	



Carbon Reduction Plan

Baseline Emissions Footprint

Total Emissions	312.62 tCO ₂ e
------------------------	---------------------------

Current Emissions Reporting

Reporting Year: 1st September 2023 – 31st August 2024		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	N/A	
Scope 2	11.2 tCO ₂ e	
Scope 3 (included Sources)	Category	Emmissions (tCO₂e)
	Purchased Goods & Services	96.31
	Capital Goods	0.34
	Fuel & Energy Related Activities	3.69
	Upstream Transportation & Distribution	0
	Waste Generated in Operations	0.06
	Business Travel	45.2
	Employee Commuting	15.87
	Downstream Transportation & Distribution	0
Total	157.78	
Total Emissions	172.7 tCO ₂ e	

Carbon Intensity

To convert absolute emissions to an emissions intensity metric, Hunter Healthcare have calculated emissions per relevant unit of measure. The metric(s) selected to normalise emissions are Employees (FTE) and Floor Area (m²).

The intensity ratio(s) as well as the business metric(s) are detailed below. The intensity ratio is calculated based on total emissions (location based).

Business Metric	Baseline Year	Reporting Year
	01/09/2022 – 31/08/2023	01/09/2023 – 31/08/2024
Employees (FTE)	80	73
Floor Area (m ²)	592	592



Carbon Reduction Plan

Carbon Intensity

Carbon Emissions per Business Metric	Baseline Year	Reporting Year
	01/09/2022 – 31/08/2023	01/09/2023 – 31/08/2024
Emission per Employees (tCO ₂ e/FTE)	3.9	2.4
Emission per Floor Area (tCO ₂ e/m ²)	0.5	0.3

Emissions reduction targets

Hunter Healthcare has achieved a 45.2% reduction in total emissions and a 47.4% reduction in Scope 3 emissions between 2022/23 and 2023/24. Changes in emissions may be due to a change in calculation methodology and additionally an increased focus on the Net Zero agenda.

Looking ahead, we remain committed to a gradual and sustainable reduction pathway towards Net Zero by 2050, aiming for 40% reduction by 2030 (126 tCO₂e).

This pathway ensures a measured and achievable approach to emissions reduction while allowing flexibility for business growth, supplier engagement and evolving industry standards. While we aim to maintain the 40% reduction target, we recognise the need to recalculate the 2022/23 data using the improved methodology applied to 2023/24 and, by the next reporting period, look to review targets accordingly.

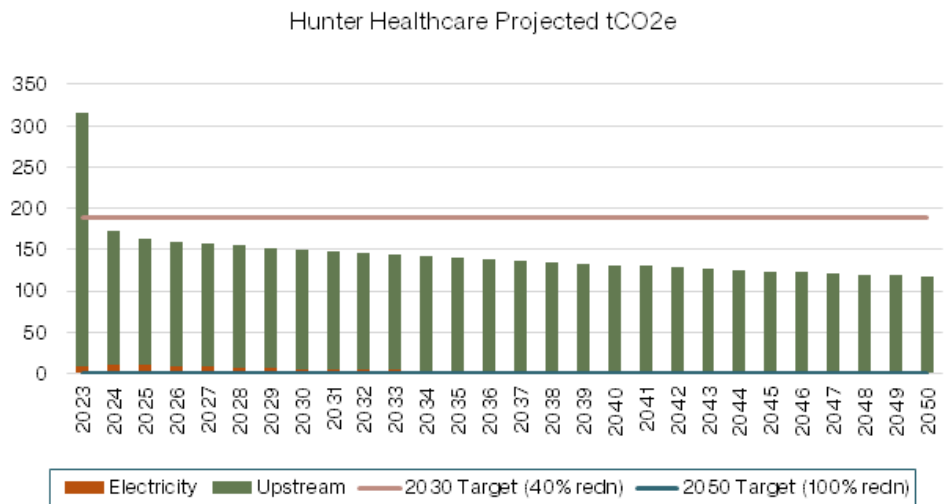
The target and progress will be reviewed annually to ensure alignment with external factors and industry developments.

Progress against these targets can be seen in the graph below which includes a simulation of our project ambitions as outlined below. Please note the aim to further investigate Scope 3 projects in the coming period to better define our journey to Net Zero and ensure we meet our 2050 target.



Carbon Reduction Plan

Emissions reduction 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.

The carbon emission reduction 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 our people to take action to reduce emissions.
2. Explore opportunities for lighting upgrades and PIR sensor installations to further reduce consumption.
3. Trial a remote working project to reduce the employee commuting footprint (not included in projections).
4. Investigate Scope 3 reduction projects to allow for more accurate simulation and increased progress towards Net Zero by 2050.



Carbon Reduction Plan

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 standard⁴ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁵.

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) Standard⁶.

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

Signed on behalf of the Supplier:



Damian Tatlow
Director

⁴ <https://ghgprotocol.org/corporate-standard>

⁵ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁶ <https://ghgprotocol.org/standards/scope-3-standard>

The epicentre of healthcare

Locations

LONDON OFFICE

Hunter Healthcare,
Floor 2, Berkshire House
168-173 High Holborn
London
WC1V 7AA

BOSTON OFFICE

100 Summer Street
Suite 1600
Boston
MA 02110

LEEDS OFFICE

Hunter Healthcare
Avenue HQ
10-12 East Parade
Leeds
LS1 2BH

NEW YORK OFFICE

110 West 40th Street
New York
NY 10018

BRISTOL OFFICE

Origin Workspace
40 Berkeley Square
Bristol
BS8 1HP

Contact

+44 (0)20 7935 4570
enquiries@hunter-healthcare.com