

Environmental Report

● QUOTE FROM GAVIN JOHNSTONE, CEO OF HG VENTURES

 **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 efforts towards sustainability, but also makes smart long-term business sense.**

Our commitment goes beyond rhetoric; it is a pledge to take clear, defined actions aimed at minimising our greenhouse gas emissions and promoting sustainable practices.

Therefore, I am fully committed to the goal of significantly minimising the carbon footprint of HG Ventures across all facilities and operations. My target is to reduce our overall carbon emissions by at least 30% by 2038, and to become net zero by 2045.

This commitment is not just a declaration; it is a call to action and an invitation for collaboration. We believe that by working together with our employees, candidates, clients and suppliers, we can make a more significant and lasting impact on the environment.”

● QUOTE FROM STUART BARNES, MANAGING DIRECTOR NAVITAS

 **As leaders in clean energy recruitment, we recognise the profound impact our industry has on people’s lives and the planet.**

As we embark on our journey towards sustainability, we are committed to not only accelerating the renewable energy transition but also ensuring that our efforts contribute to a healthier planet for generations to come. Our commitment to reducing our own carbon emissions is rooted in the belief that a healthier environment is essential for the well-being of both our global community and the talented professionals we connect with opportunities. Together, we’re not just transforming careers; we’re cultivating a greener, healthier future.

In our commitment to nurturing a healthier world, we are proud to present our Environmental Report including our Carbon Reduction Plan. A comprehensive exploration of our journey towards sustainability in the recruitment of disruptive talent. As we continue to connect renewable energy professionals with opportunities that shape the future of our world, we recognise the profound impact our operations can have on the environment. This report not only highlights the steps we’ve taken to minimise our own ecological footprint but also outlines our ongoing commitment to environmentally conscious practices. Join us as we delve into the initiatives shaping a greener, more sustainable future for clean energy recruitment.”

● AN OVERVIEW OF OUR EMISSIONS

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of our emission reduction plan.

These figures are the reference point against which our future greenhouse gas (GHG) emissions can be measured.

In line with the GHG Protocol Methodology (ISO 14064-1), our carbon footprint is categorised into 3 'scopes':

	SCOPE 1	Direct greenhouse (GHG) emissions from owned or controlled sources within the business, such as business travel, any company owned vehicles or central heating.	6.732 TONNES (2023)
	SCOPE 2	Indirect emissions from purchased energy, such as electricity.	5.814 TONNES (2023)
	SCOPE 3	Indirect emissions from our supply chain. This covers emissions associated with business travel, advertising, waste and water. Usually, Scope 3 is the greatest share of the carbon footprint.	293.454 TONNES (2023)



● WHERE OUR CARBON IMPACTS ARE 2023

Scope 2 – Indirect emissions from:



● OUR CARBON REDUCTION TARGETS

In order for us to achieve our target of net zero by 2045, we have adopted the following carbon reduction targets.

01

TARGET 1

In the first quarter of 2024 we will survey our staff to choose which certified climate contribution project we will support to reduce the emissions we cannot currently make an impact on

02

TARGET 2

By the end of 2024, we pledge to offset at least 25% of the carbon emissions we cannot currently make an impact on

03

TARGET 3

By 2028, we will have reduced our GHG emissions by 30% (to 214.2 tCO₂e)

04

TARGET 4

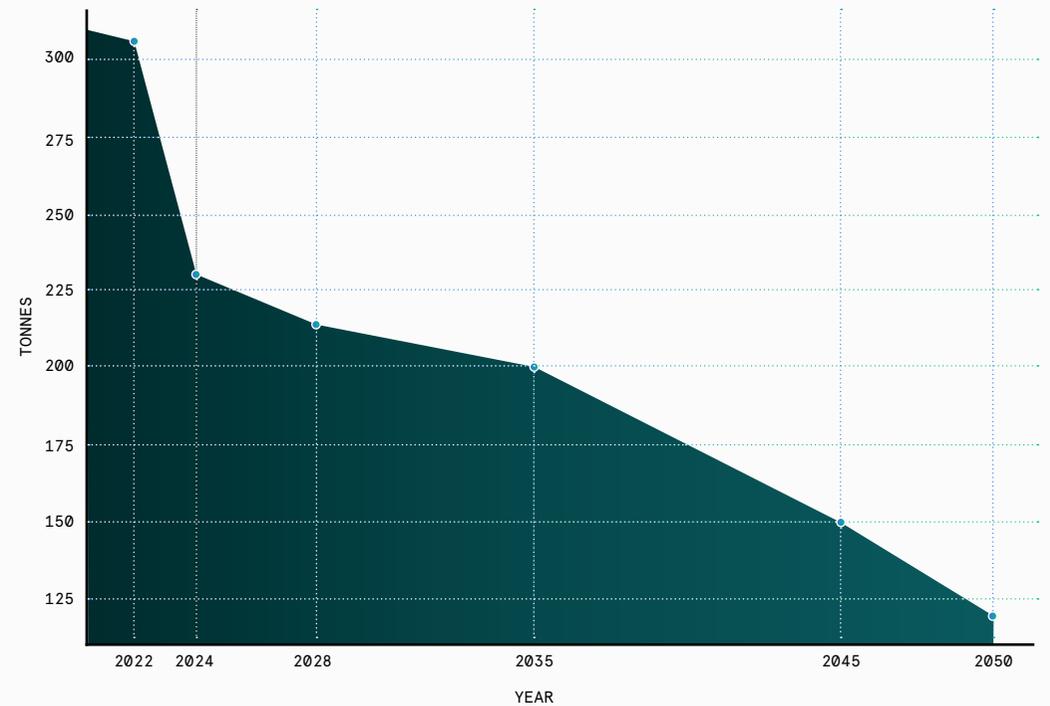
By 2040, we pledge to have reduced our Scope 1 emissions by 95%

05

TARGET 5

By 2045 we pledge to have reduced our Scope 3 emissions by at least 50% and to offset the balance through climate contribution projects to ensure we meet our net zero target.

Carbon reduction: Projected Tonnes Over Time



● ACTIONS TO REACH OUR TARGET

The HG Ventures emissions analysis was created for us by Greenly, a carbon accounting platform certified by Greenhouse Gas Protocol (the world's most widely used GHG accounting standard). Greenly have identified 4 key areas where we can make the most impact on the emissions we generate:

36% Purchase of services

- We will work with building management of serviced offices, and the owners of rented spaces to encourage them to switch to 100% renewable energy and increase recycling services.
- We will implement a responsible purchasing policy and share with our suppliers the importance of managing their emissions.
- We use video conferencing wherever possible to reduce business travel.
- We will educate our employees about the impact they have outside work and give them tips on how to reduce their own carbon footprints.
- We will work towards reducing our power consumption, focused on heating, hot water and air conditioning.

15% Activities & Events

- Each office runs their own local social events, and actively source low-carbon partner organisations to ensure the impact is as low as possible.
- We always give preference, where possible, to local suppliers and venues when arranging any corporate events and will continue to make this a priority in 2024
- When we take on new offices in 2024 we will give preference to renting adapted and less emissive spaces.

15% Digital

- We pledge to choose eco-aware mobile telecommunications providers when contracts are up for renewal.
- We are working with our IT services supplier to ensure that all software purchased is climate-change friendly.

12% Travel & Commute

- We have implemented a cycle to work scheme and include this in our on-boarding process, helping employees to spread the cost of buying a bicycle and equipment to get to the office.
- We have implemented an electric car policy for Directors.

● ACTIONS TO REACH OUR TARGET

‘Our Earth’ project spans the Hunter family of businesses, and we have employees dedicated to each stream of emissions, working together with all staff to progress our decarbonisation trajectory and establish green practices in all our offices. So far, we have initiated the following:



INITIATIVE 01

An annual Garden Day where we plant wildflower seeds to increase pollination



INITIATIVE 02

Using eco-conscious toilet roll, sanitary and cleaning products



INITIATIVE 03

Grinding our own coffee beans to remove the need for pods



INITIATIVE 04

Video conferencing instead of travelling



INITIATIVE 05

An office full of plants to absorb CO2 while providing a nurturing, creative environment



INITIATIVE 06

Using a food-waste bin, to ensure our daily organic waste can be turned into mulch



INITIATIVE 07

Using the printer only if it is absolutely necessary



INITIATIVE 08

Attending regular training courses with Greenly



INITIATIVE 09

Installation of water butts in our rural office to collect rainwater and re-use for our garden



INITIATIVE 10

Multiple recycling bins to reduce our general waste production



INITIATIVE 11

Selecting suppliers based on their green credentials

● CARBON OFFSETTING

We are passionate about the involvement of all employees in Our Earth initiatives, and will be surveying them in early 2024 to give them the opportunity to choose how we offset our carbon emissions as a company.

Our climate partners, Greenly, have sourced over 100 certified eco-projects across the globe for us to contribute to. Many of these initiatives are involved in the expansion of renewable energy, something very close to our hearts.

We look forward to being able to update this carbon reduction plan next year with our chosen climate project which will cover the United Nation's 17 global sustainability goals.

UNITED NATION'S GLOBAL SUSTAINABILITY GOALS.					
Peace, Justice & Strong Institutions 		Zero Hunger 		Quality Education 	Clean Water & Sanitation 
No Poverty 		Affordable & Clean Energy 	Good Health & Wellbeing 	Reduced Inequalities 	Life Below Water 
Industry, Innovation & Infrastructure 		Partnership For The Goals 		Life On Land 	Climate Action 
Decent Work & Economic Growth 		Responsible Consumption & Production 		Sustainable Cities & Communities 	

● DECLARATION

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

Where relevant, 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.

Where relevant, 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 Environmental Report, including our Carbon Reduction Plan, has been reviewed and signed off by the Managing Director, Stuart Barnes.



Stuart Barnes, Managing Director

April 2023

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