

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 DECLAN CONNOR, DIRECTOR HG MIND WORKS

“As leaders in Mental Health insourcing, we recognise the profound impact our industry has on people’s lives and the planet.

As we continue on our journey towards sustainability, we are committed to not only shaping the future of healthcare but also ensuring that our efforts contribute to a healthier planet for generations to come. Our commitment to reducing carbon emissions is rooted in the belief that a healthier environment is essential for the well-being of both our global community and the mental health 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, HG Mind Works is proud to present our Environmental Report including our Carbon Reduction Plan. A comprehensive exploration of our journey towards sustainability whilst insourcing expert mental health teams.

As we deliver specialist mental health insourcing solutions that support the future of healthcare, we recognise the broader impact our operations can have on the environment. This report highlights the steps we’ve taken to reduce our ecological footprint while reinforcing our commitment to sustainable, responsible delivery.

Join us as we explore the initiatives driving a greener, more sustainable future for mental health insourcing and the healthcare system as a whole.”

● NHS NET ZERO SUPPLIER ROADMAP

As a provider of talent to the NHS, it is important to us that we help them achieve their mission to deliver the world's first net zero healthcare service by 2045.

FROM APRIL

2024

NET ZERO AND SOCIAL VALUE

All NHS procurements include a minimum 10% net zero and social value weighting. The net zero and social value guidance for NHS procurement teams helps to unlock health-specific outcomes (building on PPN 06/20). Net Zero and Social Value will be applied via the Evergreen assessment for NHS England Medicines tenders.

FROM APRIL

2024-25\

CARBON REDUCTION PLAN

For all new contracts above £5 million per annum, the NHS requires suppliers to publish a Carbon Reduction Plan for their UK Scope 1 and 2 emissions and a subset of scope 3 emissions as a minimum (aligning with PPN 06/21). From April 2024, this requirement will be proportionately extended to cover all new procurements.

FROM APRIL

2027

CARBON REDUCTION PLAN FOR ALL EMISSIONS

All suppliers will be required to publicly report targets, emissions and publish a Carbon Reduction Plan for global emissions aligned to the NHS net zero target, for all of their Scope 1, 2 and 3 emissions.

FROM APRIL

2028

PRODUCT-LEVEL REQUIREMENTS

New requirements will be introduced overseeing the provision of carbon footprinting for individual products supplied to the NHS. The NHS will work with suppliers and regulators to determine the scope and methodology.

● 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.

0
TONNES
(2024)



SCOPE 2

Indirect emissions from purchased energy, such as electricity.

12
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.

257
TONNES
(2023)

269
tCO₂e

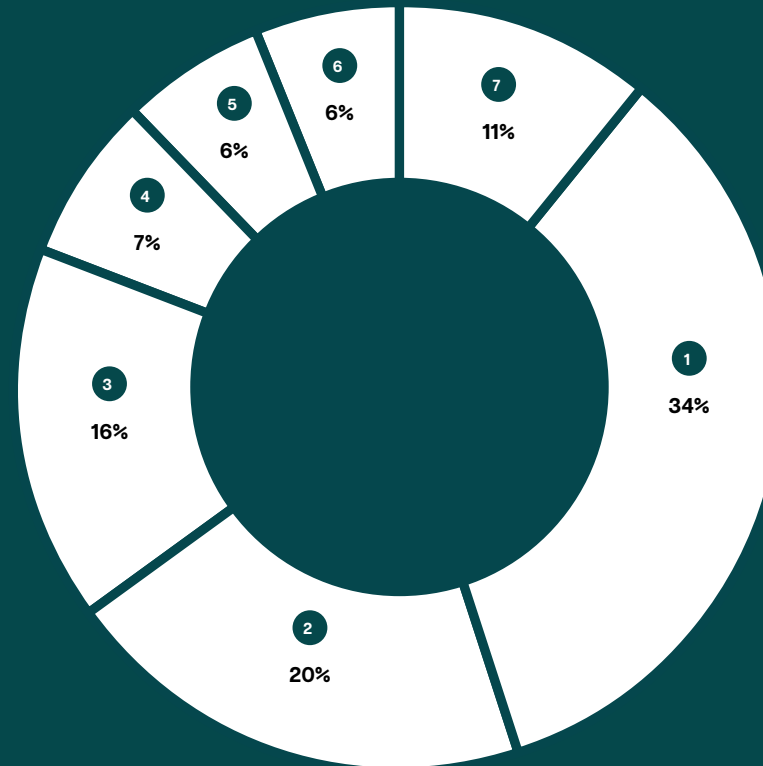
The total emissions
of HG Ventures*

*Our footprint is extensive, since we include our online job advertising in our Scope 3 figure, and our information is presented across the entire HG Ventures group (including HG Mind Works).

● WHERE OUR CARBON IMPACTS ARE 2024

Scope 2 – Indirect emissions from:

Total footprint: 269 tonnes CO₂e



1. Purchased Services: 91 tonnes / 34%

Banks and Insurance 45%
Advertising 15%
Various Services 14%
Law Firms 9%
Various Intellectual Services 8%

2. Digital: 55 tonnes / 20%

Software Licenses 51%
Telecommunication 31%
Advertising 18%

3. Travel and Commute: 44 tonnes / 16%

Employee Commuting 57%
Various Travel 42%

4. Energy: 19 tonnes / 7%

Electricity 79%
Heating and Cooling 21%

5. Assets: 17 tonnes / 6%

6. Product Purchases: 17 tonnes / 6%

7. Activities and Events, Waste, Food and Drinks & Freight: 27 tonnes / 11%

● 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 2025 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 2025, 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

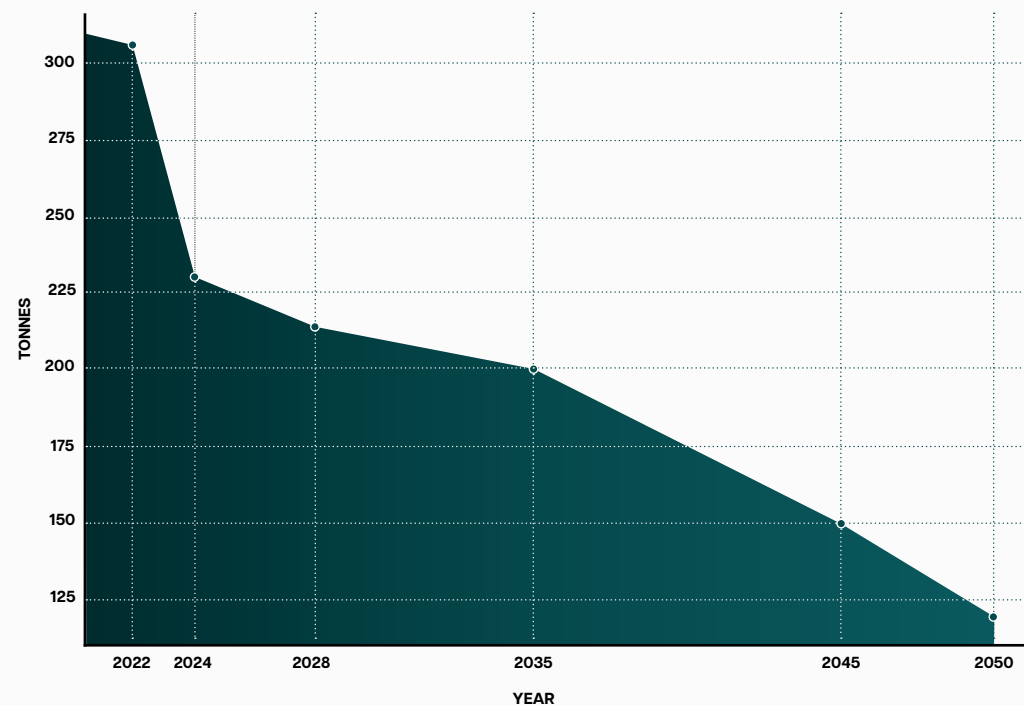
By 2040, we pledge to have reduced our Scope 1 emissions by 95%

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:

34% Purchase of service

- 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.

20% 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.

16% 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.

7% Energy

- We will use 100% renewable energy by switching to electricity providers that rely solely on renewable sources.
- Our offices are equipped with motion sensor lighting to reduce energy waste.
- We minimise travel by using Microsoft Teams for internal and external meetings.

● ACTIONS TO REACH OUR TARGET

‘Our Earth’ project spans the business,, 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

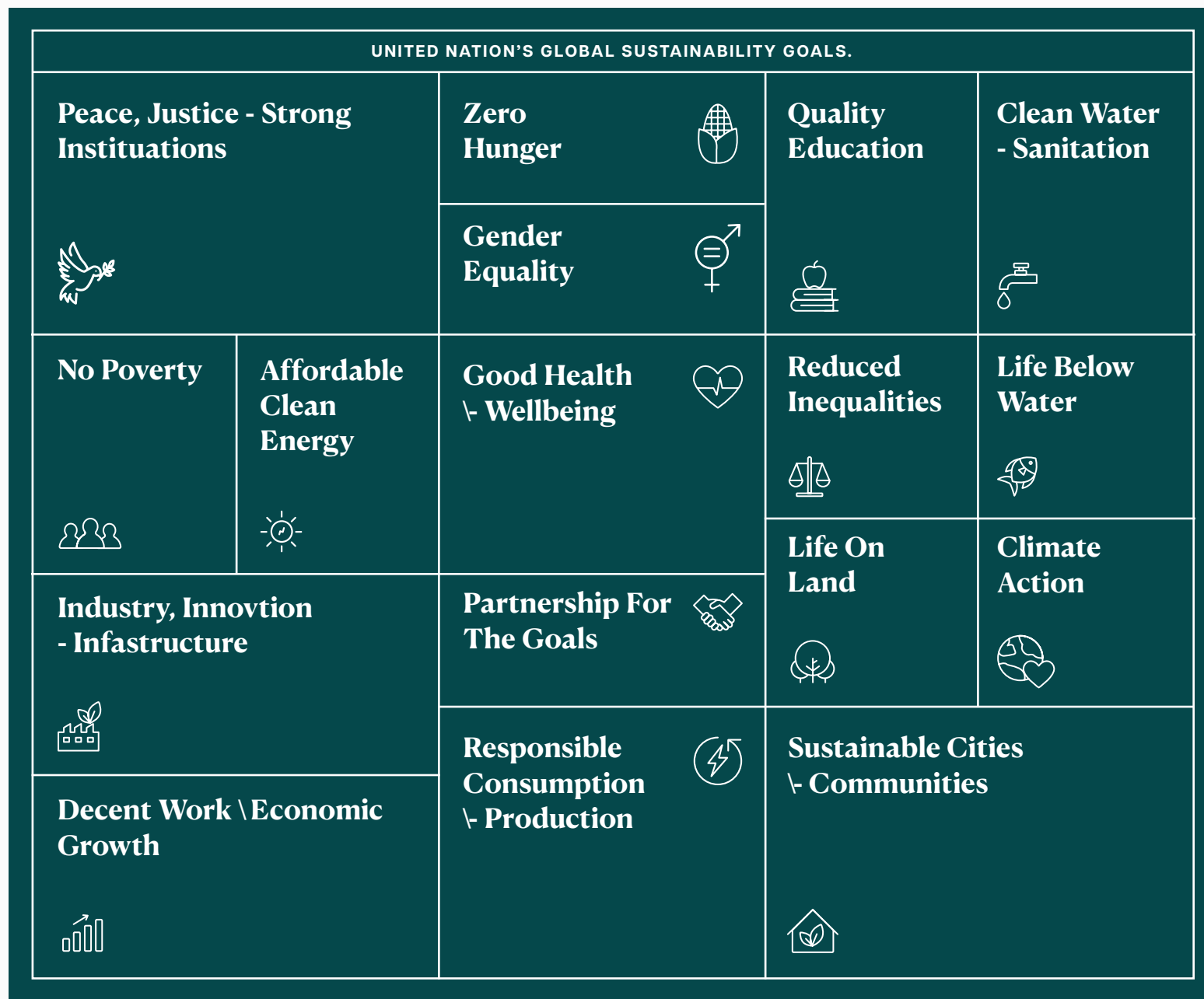
Selecting suppliers based on their green credentials

● CARBON OFFSETTING

We are passionate about the involvement of all employees in Our Earth initiatives, and will be surveying them in early 2025 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.



● 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 Director, Declan Connor.



Declan Connor, Director

May 2025

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