Carbon Reduction Plan (Updated 2026)

Compliant with PPN 006: Taking account of Carbon Reduction Plans in major government contracts

Statement from our CEO, Gavin Johnstone

"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 sustainability goals but also makes long-term business sense. Our commitment goes beyond rhetoric; it is a pledge to take clear, measurable actions that minimise our greenhouse gas emissions and embed sustainability throughout our operations. We aim to reduce our overall carbon footprint by 30% by 2038 and to reach Net Zero by 2045, in line with the NHS Net Zero Supply Chain ambition."

Statement from our MD, Benton Robertson

"As a leader in healthcare recruitment, we understand our industry's responsibility not only to people but also to the planet. Our commitment to reducing carbon emissions is grounded in our belief that a healthier environment supports a healthier society. This updated Carbon Reduction Plan outlines the next phase of our sustainability journey, integrating PPN 006 requirements, transparent reporting, and measurable actions toward our Net Zero 2045 goal."

Commitment to Achieving Net Zero

Medicure Professionals Ltd (brand name Hunter Gatherer Mental Health) is committed to achieving Net Zero greenhouse gas emissions by 2045 for all UK operations. This Plan complies with the Cabinet Office's Procurement Policy Note 006 (Taking account of Carbon Reduction Plans in the procurement of major government contracts) and its associated technical standard (February 2025).

This Carbon Reduction Plan is published on both our public websites at hg-ahp.com and hg-mh.com and is updated annually to demonstrate our ongoing progress toward Net Zero.

Baseline Emissions Footprint

Baseline year: September 2023 – August 2024.

Emissions were calculated using the GHG Protocol Corporate Standard and appropriate UK Government conversion factors. Our baseline data covers Scope 1, Scope 2, and a defined subset of Scope 3 emissions in accordance with PPN 006 requirements.

Scope 3 Categories Required by PPN 006

In accordance with the PPN 006 Technical Standard, the Scope 3 inventory covers the five required categories listed below. For Medicure Professionals Ltd, the principal Scope 3 sources are employee commuting, business travel, waste and wider supply-chain activity. Transportation and distribution emissions are limited given the company's recruitment and clinical-services model.

- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 9: Downstream transportation and distribution

In addition to these mandatory categories, Medicure Professionals Ltd voluntarily measures further Scope 3 emissions where reliable data is available, including purchased goods and services (Category 1, partial) and upstream leased assets (Category 8).

Scope 3 Categories Not Otherwise Reported

- Category 1 (remainder) and Category 2: Capital goods and other purchased goods/services, not material to our operations as a services business (Category 1, partial, is reported voluntarily above)
- Category 3: Fuel and energy-related activities not included in Scope 1 or 2, not currently separately quantified
- Category 8: Upstream leased assets, reported voluntarily above
- Categories 10–15: Not applicable, as we provide recruitment and clinical services rather than physical products

We are committed to expanding our Scope 3 data collection annually, including quantifying Category 3, and will review materiality assessments for excluded categories as data quality improves.

Baseline Emissions (September 2023 – August 2024)

Scope	Source	Tonnes CO2e (2023-24)
Scope 1	Direct GHG emissions from owned or controlled sources (company vehicles, heating)	6.732
Scope 2	Indirect GHG emissions from purchased energy (electricity, lighting)	5.814
Scope 3 (subset)	Indirect emissions from business travel, advertising, waste, water, supply chain	293.454
Total Baseline		**306.000**

Emissions Reduction Targets

To achieve Net Zero by 2045, we have set the following interim milestones based on absolute emissions reduction, aligned with science-based decarbonisation pathways:

Target	Description	Year / Outcome
01	Conduct staff survey and select certified climate-contribution project	Q1 2025
02	Offset ≥ 25% of unavoidable emissions	By Dec 2025

Target	Description	Year / Outcome
03	Reduce total GHG emissions by 30% (≤ 214.2 tCO_2e)	By 2038
04	Reduce Scope 1 emissions by 95%	By 2040
05	Reduce Scope 3 emissions by ≥ 50% and offset remainder	By 2045

Net Zero 2045 Strategy

Our Net Zero target includes residual emissions that cannot be eliminated through reduction measures alone. These will be addressed through verified carbon removal or offsetting schemes that meet internationally recognised standards (e.g. Gold Standard, Verified Carbon Standard).

Carbon Reduction Initiatives and Measures Implemented since YE 2024

- Hybrid and remote-working policy reducing commuting emissions by over 60%
- Transition to 100% renewable electricity supplier for UK offices
- Paperless operations across compliance, payroll and HR systems
- Recycling and waste-segregation facilities in all offices
- Business-travel reduction via virtual meetings and digital client engagement
- Supplier engagement to identify lower-carbon alternatives

Further Measures Implemented in 2025–26

- Relocation to a smaller, single serviced office, reducing floorspace, energy and utilities demand
- Wider adoption of Microsoft SharePoint for document and case management, extending paperless working
- Formalised working-from-home policy, further reducing commuting and office-based energy use
- Further reduction in in-person meetings in favour of virtual engagement

Planned 2026–2028

- Roll-out of electric vehicle (EV) and cycle-to-work schemes
- Annual energy-efficiency audit and LED-lighting retrofit at the serviced office
- Formal supplier code embedding environmental standards
- Expansion of Scope 3 data collection
- Publication of annual progress via Hunter Sustainability Report
- Explore accredited offsetting and re-forestation schemes

Reporting Year Emissions (September 2024 – August 2025)

Scope	Source	Tonnes CO_2e (2024-25)
Scope 1	Direct GHG emissions from owned or controlled sources (company vehicles, heating)	5.122

Scope	Source	Tonnes CO2e (2024-25)
Scope 2	Indirect GHG emissions from purchased energy (electricity, lighting)	4.304
Scope 3 (subset)	Indirect emissions from business travel, advertising, waste, water, supply chain	214.473
Total Emissions		**223.899**

Medicure Professionals Ltd achieved a total emissions reduction of 26.8% between the 2023–24 baseline year and the 2024–25 reporting year, from 306.000 tCO2e to 223.899 tCO2e, a year-on-year reduction of 82.101 tCO2e. Calculation: 2023–24 = 6.732 + 5.814 + 293.454 = 306.000 tCO2e. 2024–25 = 5.122 + 4.304 + 214.473 = 223.899 tCO2e. The absolute reduction was 82.101 tCO2e (26.8%). Scope 3 represented approximately 95.9% of the baseline footprint and 95.8% of the 2024–25 footprint.

Most Recent Reporting Year: Emissions Footprint

Reporting year: September 2025 – August 2026.

Emissions were calculated using the GHG Protocol Corporate Standard and appropriate UK Government conversion factors, consistent with the methodology applied in prior years.

Scope	Source	Tonnes CO2e (2025-26)
Scope 1	Direct GHG emissions from owned or controlled sources (company vehicles, heating)	4.968
Scope 2	Indirect GHG emissions from purchased energy (electricity, lighting)	4.089
Scope 3 (subset)	Indirect emissions from business travel, advertising, waste, water, supply chain	190.881
Total Emissions		**199.938**

Emissions Narrative and Analysis of Reduction

Total emissions fell by 10.7% year-on-year, from 223.899 tCO2e to 199.938 tCO2e, and by 34.7% against the 2023–24 baseline of 306.000 tCO2e. This already exceeds Target 03's headline goal of a 30% reduction by 2038, twelve years ahead of schedule. Calculation: 4.968 + 4.089 + 190.881 = 199.938 tCO2e. This is 23.961 tCO2e below 2024–25 and 106.062 tCO2e below the 2023–24 baseline.

The principal drivers behind this year's reduction were:

- Relocation to a smaller, single serviced office, reducing Scope 2 energy and utilities demand
- A formalised working-from-home policy, reducing commuting-related Scope 3 emissions
- Wider adoption of SharePoint and continued paperless operations, reducing Scope 3 purchased goods and services
- A further reduction in in-person meetings and business travel

Next Reporting Cycle

The next Carbon Reduction Plan update will cover September 2026 – August 2027.

It will compare Scope 1, Scope 2 and Scope 3 emissions against the 2023–24 baseline and prior reporting years, and continue to improve the granularity of Scope 3 reporting and supporting activity data.

The Plan will be reviewed, updated and published within six months of the end of the reporting period, in accordance with the PPN 006 Technical Standard.

Governance and Accountability

- The MD holds executive responsibility for delivery of this plan
- Operations and Compliance Team maintain emissions data
- Annual review and publication on hg-ahp.com, with a prominent link from the homepage and prior years' Plans retained for progress monitoring
- Integration with Environmental Policy and Social Value Strategy

Declaration and Sign-off

This Carbon Reduction Plan has been reviewed by the Managing Director and is presented for Board approval in accordance with the PPN 006 Technical Standard. The approved publication copy should record the Board approval date.

This Carbon Reduction Plan has been completed in accordance with PPN 006 (formerly PPN 06/21) and its associated Technical Standard. Emissions are reported following the GHG Protocol Corporate Standard, the Corporate Value Chain (Scope 3) Standard, and the latest BEIS/Defra UK GHG Conversion Factors. Scope 1 and Scope 2 data align with Streamlined Energy and Carbon Reporting (SECR) requirements.

Signed on behalf of Medicure Professionals Ltd:

Signed: Benton Robertson, Managing Director
Date: 10 September 2026