



Hunter

Engineering Your Future

Annual Impact Report 2023



We are YOUR specialist recruitment partner for:



Engineering &
Manufacturing



IT &
Digital



Science &
Technology



Service
& Sales

Our Vision

Our vision for growth is deeply rooted in our values.



**Teamwork &
Community**



**Trust &
Respect**



**Determination
& Enjoyment**

We are extremely proud to have transferred a significant portion of the companies ownership to our **Employee Trust** model. This move truly encapsulates our aspirations as a company and investment in our employees. We are excited about our plans to transition to an **Employee Ownership Trust (EOT)** model in the next three years.

Our Mission

Our foundation is built upon being an exceptional business operating within the recruitment market, serving all stakeholders with the highest **integrity and excellence**.



We are committed to conducting business with a **clear purpose**, ensuring that our actions are mindful of **environmental sustainability** and **positive social impact**.

Environmental



We are proud to have generated 49% of our energy consumption from solar power during the first six months, while also contributing 51% back to the grid.



We prioritise local and environmentally friendly suppliers.



We implemented a Cycle to Work program.



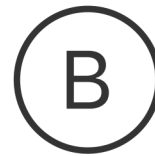
Environmental



To minimise travel, we added additional dedicated meeting rooms for virtual meetings.



Our preference is to purchase recycled office and meeting furniture.



We introduced new environmental initiatives like upgrading memory in Recycled PCs instead of opting for 'new for old', with our IT partner, B Corp certified, Dial A Geek.



Social



Each year, every employee has a Give Back day, resulting, so far, in a total of 497 hours dedicated to community and environmental projects.



We raised £6,085 for charity, representing a substantial 340% increase from 2022.



Everyone has the chance to take a career sabbatical facilitating personal and professional growth.



All employees have access to Reward Gateway (employee engagement platform) and AXA healthcare.





Social



Through the Teach the Unreached project in collaboration with Recruitment Juice, we have donated 124 days of school days to underprivileged students.



We introduced Mental Health awareness training for all managers, as additional support for our MHFA's and we hold Mental Health awareness days twice a year.



For the past three years, we have consistently ranked among the top 50 companies for graduates to work at, according to our employees' feedback compiled by The Job Crowd.

Plans for 2024

Our primary goal for 2024 is to achieve B Corporation certification, demonstrating our commitment to a values-driven approach. We operate with purpose, prioritising people and the planet over profit. Our 2024 objectives are;



To reduce usage and carbon footprint by 5% across waste, water, and energy.



To enhance internal stakeholder engagement through B Corp days, continuous social and environmental considerations, increased knowledge, confidence-building training, and active implementation of ideas from all stakeholders.





Plans for 2024 cont.



To enhance external stakeholder engagement by collaborating with landlords, suppliers, and customers to enhance our impact.



Increase the utilisation of renewable resources and recycling programs.



Monitor the effectiveness of Give Back Days.



Improve transparency of data for making decisions and setting targets for social and environmental impact.



Hunter

Thank you for taking the time to read our
impact report.

We would love to hear from you if you have
ideas on how we can improve our impact.

Please contact our Director of
Development, **Claire Torrington**
clairet@hunterselection.co.uk