

ESG (Environmental, Social & Governance)

Statement 2026–2027

As a [Certified B Corporation](#), we are committed to operating responsibly, delivering positive social impact and reducing our environmental footprint.

Our Mission is simple:

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.

Entering our 21st year, we remain committed to living our values; Trust & Respect, Teamwork & Community and Determination & Enjoyment, at the heart of every decision and every interaction.

[Please review our Annual Impact Report](#)

Our Standards & Accreditations

We maintain strong ethical and professional standards through recognised memberships and certifications including:

[Certified B Corporation](#),
[Achilles UVDB \(Verified & Silver+ member\)](#),
[EcoVadis Bronze Medal](#),
[SEDEX](#),
[APSCo](#),
[GLAA](#),
[ICO](#),
[Cyber Essentials Plus](#)
[APSCo Member Risk Assessment](#).

We are also regularly audited through these frameworks, reinforcing our commitment to compliance, responsible supply chains and data security across all operations.

Employee Ownership

We have transitioned significant ownership to our employees through an **Employee Benefits Trust (EBT)** and will become a full **Employee Ownership Trust (EOT)** by 2027, reflecting our belief in shared value and shared success.

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Environmental Responsibility

[Read our Environmental Impact blog](#)

We aim to minimise our carbon footprint and promote sustainable operations across all locations.

Energy & Emissions

Summary of Environmental Performance Data (2023 – 2025)

Category	2023	2024	2025
 Green Energy Returned to Grid	7,154 kWh returned; 51%	8,000 kWh returned; 54%	8,300 kWh returned; 61% Jan–Aug; 12% Sept–Dec
 Self-Generated Energy Used On-Site	49%	46%	39% Jan–Aug; 88% Sept–Dec
 Carbon Footprint Improvement	Baseline year	9%	3%
 Energy Status	Exceeded net-zero	Exceeded net-zero	Exceeded net-zero

- * 2023 based on 11 months of PV panels
- * September 2025, we installed PV panels on our second building and battery storage
- * Improvements based on previous year (2025 numbers include our second building in Portishead)

Sustainable Practices

We follow resource efficient practices across all offices, including renewable or recyclable materials, reduced paper usage, electronic payslips, LED and sensor-based lighting and recycling programmes. We also support cycle to work initiatives.

Waste & Resource Management

We prevent pollution and minimise waste through structured recycling and disposal processes. In 2025, we added **composting and glass recycling** at our Portishead site.

Suppliers & Local Oversight

We engage suppliers and landlords who share our environmental standards and conduct annual reviews of their practices. Our environmental management system and purchasing policy support continuous improvement.

[Environmental Policies](#)

2025 Environmental Objectives

- Include our new Cardiff office in our reporting baseline.
- Reduce resource use by a further **5%**.
- Continue expanding renewable energy and recycling programmes.

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Social Responsibility

[Read our Social Impact blog](#)

Equity, Diversity & Inclusion

We maintain a strong commitment to fairness, equal opportunity, and inclusive hiring through our [EDI Statement](#) and [Modern Slavery & Human Trafficking Statement](#), supported by APSCo and GLAA compliance.

Our People

Our employees are central to our long-term success. We provide:

- Employee-led annual plans and decisions
- Transparent communication through regular meetings
- Structured onboarding, tailored training and continuous development
- Career sabbaticals and **Give Back Days**
- Wellbeing support including **MHFA support**, **AXA Health Insurance** and **Reward Gateway**

We have been recognised for five consecutive years in **The Job Crowd's Top 50 UK Companies for Graduates**, reflecting our strong culture and employee experience.

Stakeholders

In line with B Corp standards, our Articles of Association ensure accountability to **all stakeholders**, not just shareholders. We prioritise ethical relationships with clients, candidates, suppliers, local communities, and the environment.

Community Impact

We actively support the communities where we live and work through:

- Paid **Give Back Days** (nearly **600 hours** completed each year)
- Long-standing partnerships with local and national charities
- Sponsorship of youth, engineering, apprenticeship and community initiatives
- Contributions to global education through Recruitment Juice, generating **307 donated school days** so far.

Quality, Security & Compliance

Hunter Selection operates a documented Quality Management Framework (QMF) that supports quality assurance, information security, business continuity, compliance and continual improvement across the business. The framework incorporates our:

- Quality Policy
- Quality Management System Overview
- Information Security Management System
- Business Continuity Plan

Regular reviews, training, risk management and governance oversight help ensure consistent, secure and compliant service delivery for clients and candidates. Supported by Cyber Essentials Plus certification, our Information Security Management System helps protect the confidentiality, integrity and availability of information across the business

[Quality Management Framework](#)

[Privacy Policy](#)

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Governance

Board Structure & Oversight

Governance is shared between operational directors and employees through our **Employee Benefits Trust**.

Our experienced board provides oversight across three core areas:

Strategic Direction

- Setting company vision, values and long-term goals
- Aligning resources with strategic priorities
- Assessing opportunities and risks

Governance & Risk Management

- Approving policies
- Overseeing risk management and internal controls
- Monitoring compliance and performance

Stakeholder Accountability

- Ensuring transparent communication
- Upholding ethical standards
- Acting in the interests of employees, shareholders, clients and communities

Policies

Our [Bribery Policy](#) and [Whistleblowing Statement](#) are reviewed annually.

Commitment to Continuous Improvement

We are committed to:

- Community Impact and External Collaboration
- Engaging and Empowering Our People
- Achieving a Further 3% Environmental Reduction
- Boost Renewables and Enhance Recycling Programs
- Preparing for continued improvement ahead of our B Corp recertification in 2027

Our ESG commitments guide how we grow, support our people and positively impact society and the environment.

Balancing Purpose and Profit, for People and Planet.