



Hunter

Certified

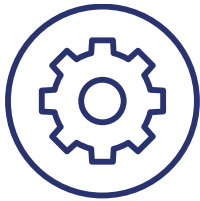


Corporation

Annual Impact Report 2024



We are YOUR specialist recruitment partner for:



Engineering &
Manufacturing



IT &
Digital



Science &
Technology



Service
& Sales



A message from our Managing Director

We are delighted to have achieved certified B Corp status for Hunter Selection in 2024.

This was a key milestone in our stated journey of becoming a great business to work with and a great business to work for.

The rigorous examination of our organisation inspired thoughts, conversations and decisions that may have taken us years otherwise. We always

knew that we set about business in the right way and that

being a values driven organisation was more than a statement but the level of detail required from B Lab actually nurtured our self-confidence throughout the process.

A fully engaged workforce who understand and value our need to stand out in a competitive sector has really reaped rewards. Not all recruitment companies are the

same and we can clearly demonstrate that. I look forward
challenging ourselves further and to continue our
progress in 2025.



A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Russell Smith, Managing Director

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Our Vision

Our vision for growth is deep rooted in our values.



**Teamwork &
Community**



**Trust &
Respect**



**Determination
& Enjoyment**

We are extremely proud to have transferred a significant portion of the company ownership to our **Employee Trust** model. This move truly embodies our aspirations as a company and investment in our employees. We are excited to deliver our plan to transition to an **Employee Ownership Trust** model by 2027.



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.**



Our Main Goal for 2024: B Corp Certification

In 2024, our core goal was to **achieve B Corp Certification**. Following a six-month journey we were thrilled in September to become part of the global B Corp movement where businesses are dedicated to using their influence as a force for good.



Read about our **B Corp journey**, what we learned and gain insights for anyone considering certification.

Additionally, you can view our **B Corp profile** to see the detailed breakdown of our 93.5 impact score.

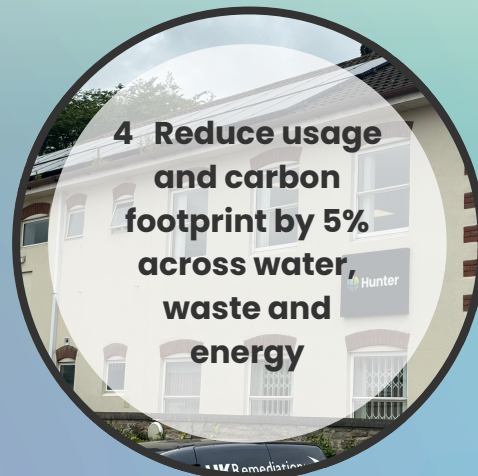


Our Plans for 2024

Click to read our
Social Impact
blog

Click to read our
Environmental
Impact blog

Click to read our
Give Back Days
'24 summary blog



Our Social Impact Achievements in 2024

4

**internal
surveys**



B Corp launch day • Inclusion •
Employee Satisfaction & Engagement • Diversity

Launch day increased
employees **B Corp**
knowledge from



4/10 to **7/10**

Introduced new training on
Equity, Diversity & Inclusion (ED&I)

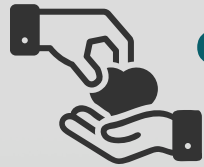
and **Sustainability**
to enhance
employees' confidence in
these topics



On a scale of 1 - 10, this is the
average **happiness rating** of

8.62 employees
working at
Hunter

Our Social Impact Achievements in 2024 cont.



evaluated impact

of employee Give Back Days through **feedback** from those we helped and our teams, and **actively promoted causes**.



Introduced **landlord & supplier surveys** to foster

collaboration

gain insights into their operations and identify opportunities for partnership.



marketing & training materials

to explain the significance of being a B Corp. This **boosted confidence**, incorporated all ideas, and enhanced the skills of our leadership team.

Additional Social Impact



Engaged an outsourced **HR consultancy** to ensure best practices.

Produced our first **impact report**

Amended our **Articles of Association (AoA)** to be accountable to all stakeholders

Voted "**Top companies** for graduates to work for" for the fourth year running through **The Job Crowd**



Increased cyber security by upgrading to **Cyber Essentials Plus**

Introduced a **probation period** for new starters increasing **transparency**

Opened an **ethical bank** account

Donated an additional **137 days** to **Teach the Unreached** through Recruitment Juice



Diversity
JOBS RECRUIT

Enhanced our **inclusive marketing** efforts by partnering with **Diversity Jobs Recruit**, thereby improving our access to candidates from underrepresented groups.

Our Environmental Impact Achievements in 2024

Improved our **carbon footprint** by



9%
(KGC02e)

Achieved a **positive energy status** returning nearly

**8000
kWh**



of **green energy**
to the grid

In 2024 we
consumed
of electricity generated and

46%

sent **54%**

of **green electricity** to
the national
grid



Our Environmental Impact Achievements in 2024 cont.

Increased
collaboration
with



**external
stakeholders**

on supporting our goals



Increased mindfulness around
recycling
and captured
more data



which enhanced both internal
and external

**ownership and
accountability**



Overall **B** Impact Score

Additional Environmental Impact

Purchased
a **new building**
to facilitate
growth



Bought
recycled office
and meeting
furniture for
refit



Dedicated
more rooms to
virtual
meetings
minimising
travel

Measured
the **CO2 saved**
in team
meetings vs site
meetings

Moved
to a **carbon**
neutral tariff
for gas and
electricity



Introduced
environmental
policies

Added
LED lights and
sensors to all
offices to
conserve
energy



Our Plans for 2025: External Stakeholder Engagement & Community Work



Collaborating with more B Corps across the UK, engaging with groups, and participating in **community events**—particularly in areas like the Midlands, North West, and Cardiff where B Corp presence is currently limited.

Strengthen our partnerships with our **community charities** by leveraging our reach to **promote their causes** and support additional events.



Build on **landlords & supplier relationships** to improve our working environments and drive more **community projects**.

Our Plans for 2025: Internal Stakeholder Engagement

Increase the 2024 Employee Engagement, Satisfaction, and Inclusion survey results that fall below **90% by 5% in the 2025 surveys**, showcasing the progress we made in 2024.



Create more opportunities for **employee-led initiatives**, and ensure we act on and implement their suggestions and feedback

Our Plans for 2025: Internal Stakeholder Engagement cont.

Feedback from the 2024 surveys indicated that our building and leased facilities in Cardiff were not on par with our other offices. The new office was chosen for its **prime location, modern amenities, and enhanced working environment, featuring a gym and energy-efficient elements.**

Improve data governance and specifically focus on the adoption and utilisation of Artificial Intelligence (AI). Collaborating closely with suppliers and employees to achieve this goal.



Our Plans for 2025:

Reduce Carbon Footprint and Utility Usage by an Additional 5%



Incorporate the new building's full year of usage data into the calculations.

Increase Reliance on Renewable Resources and Enhance Recycling Programs

With the new building and Cardiff office, plans to implement composting & glass recycling at HQ, and strengthen collaboration with landlords.





A great business to work with
and a great business to work for.

Thank you for taking the time to read our impact report for 2024

If you would like more information on this report, or would like to partner with us,
please reach out to our Director of Development, Claire Torrington:

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