

ESG (Environmental, Social & Governance) Policy Statement 2025

Committed to People, Planet, and Profit

We are committed to the protection of the environment, supporting charities and local communities, promoting equal opportunities and wellbeing, ensuring safe and efficient working practices, and collaborating with suppliers and landlords who uphold similar values. All these efforts are underpinned by robust and transparent governance.

We are very proud to be celebrating 20 years of Hunter in 2025, especially after we joined the global [B Corporation movement](#) in September 2024, becoming a **Certified B Corporation**; a testament to our values-led approach and navigating a rigorous six months process, we join other organisations across the world who believe in using business as a 'force for good' which perfectly aligns with 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.

To further endorse how we do business;

- ❖ We are an ethical supplier member of **SEDEX**: ZC405936296, renewed annually.
- ❖ We are recruitment members of **APSCo** (The Association of Professional Staffing Companies) renewed annually - HUNT0013.
- ❖ We hold a **GLAA** license (Gangmaster and Labour Abuse Authority), renewed annually. Reference: HUNT0007
- ❖ Every three years we undertake the **APSCo member risk assessment** (AMRA) ensuring compliant practices, legal & regulatory obligations and working according to best industry practices (Completed March 2025).
- ❖ We have **ICO** (Information Commissioners Office) membership, Z1723623, renewed annually.
- ❖ We hold a **Cyber Essentials Plus** certificate which sets in place requirements to maintain data security.

Our core **Values** of Teamwork & Community, Trust & Respect, and Determination & Enjoyment are not just words, but principles that guide every aspect of our operations. These values are deeply embedded in our company culture and shape our interactions with all stakeholders.

Our **Vision** for growth is deep rooted in these values, we take immense pride in having transferred a significant portion of the company's ownership to our employees through an Employee Trust model. This move truly encapsulates our aspirations and investment in our employees, and our commitment to their growth. We are excited about our plans to transition to an Employee Ownership Trust (EOT) model by 2027.

Please take a look at our [Annual Impact Report 2024](#)

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Our People

We recognise that our employees are our greatest asset and key to our continued growth and success. Therefore, we are committed to providing careers, development opportunities, and working environments in which our employees can achieve their fullest potential.

We keep everyone informed of company decisions and information through regular meetings and communication. Promoting an open and transparent culture where everyone is encouraged to contribute ideas for the future growth of the business fosters innovation and engagement among employees. This approach is key to driving our company forward and achieving continued success.

Developing future talent is fundamental to our philosophy at Hunter Selection. We believe in organic growth and nurturing talent from within to ensure a sustainable and successful future for our company.

Our investment in employee development, both personal and professional, is evident in our blended onboarding and induction processes, tailored training and unique opportunities like career sabbaticals and paid Give Back Days.

This focus on growth and learning is a significant factor in our employee satisfaction and retention.

Being ranked in The Job Crowd, top 50 companies for graduates to work for in the UK, for the past five years is a testament to our dedication to providing a positive work culture, opportunities for progression, comprehensive training and a balanced work-life environment.

Every employee can access Reward Gateway, a total employee experience platform, that offers resources for physical and mental health, healthy eating, financial advice, discount codes and vouchers. We also provide AXA health insurance and believe that these are all valuable benefits that contribute to overall employee wellbeing.

Environmental

We aim to minimise our carbon footprint and reduce any negative impact on the environment to set a strong example to all stakeholders and other companies. We aim to achieve this by;

Renewable Energy: In 2024 we achieved a *positive energy status* through our PV panels, returning nearly 8000 kwh of green energy to the grid.

We set a goal to reduce the consumption of energy and water by 5% and achieved *carbon footprint improvement (KGCo2e) of 9% vs 2023 on (LFL)*.

In 18 months, we generated 46% of our consumption from solar power and sent 54% back to the grid, free of charge.

We also moved to a carbon neutral tariff for electricity and gas.

B Corp Certified, Sept 2024: We strive to influence positive change through our supply chain by working with stakeholders. We work with 100% green hosting from <https://krystal.io/> for our internal CRM and website, and a B Corp certified and local supplier for our managed IT, compliance and cybersecurity services, <https://www.dialageek.co.uk/>.

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Sustainable Practices: We use renewable and/or recyclable resources wherever practical, across all offices- we use chlorine-free printing paper, recycle printer toners, use rechargeable batteries, LED lights & sensors, sleep modes, draft excluders, natural light, recycle office and food waste, thermostats, sun glare film, occupancy sensors and use Fair Trade products where possible.

We support the cycle-to-work scheme and Payslips are electronically produced to reduce paper waste.

Waste Management: We identify, reduce and dispose of waste in a way that minimises harm to the environment and prevents pollution of land, air, and water. In 2025 we are adding composting and glass recycling to our Portishead sites.

Supplier & Landlord Engagement: We encourage our suppliers & landlords to implement good environmental practices and procedures that support our own targets, we sent surveys annual to review their practices.

Policy Maintenance: We take responsibility for the implementation & maintenance of our environmental policies, setting environmental targets for continuous improvement. We have an environmental *local purchasing policy and an environmental management system* that include regular audits.

Environmental objectives: Our 2025 objectives are to include our new building in Portishead in and a new office planned in May for Cardiff team for LFL comparison and aim to reduce again by another 5% & continue to increase the use of renewable and recycling programs.

Social

We acknowledge the impact our business has on society and we value the importance of our role in both our employee and supply chain relationships.

[Equity, Diversity & Inclusion Statement](#)
[Modern Slavery & Human Trafficking Statement](#)

Stakeholder relationships:

As a B Corp we amended our Articles of Association to be accountable to all stakeholders, not just shareholders. Internal and external stakeholder relationships and engagement form core objectives for our 2025 plans.

We prioritise the interests of all stakeholders; employees, landlords, customers, suppliers, our local communities and the environment. Upholding the highest standards of integrity, ethics, and fairness is paramount to us so our reputation is safeguarded as a leading player within UK IT & Technical recruitment.

Client and candidate relationships are upheld honestly, fairly and with agreed standards of service. We strive to provide top quality service and support through relevant Ombudsman redress schemes, aligning with industry best practices outlined by APSCo.

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In our supply chain relationships we prioritise honesty, fairness, and adherence to agreed terms. We ensure timely payment to landlords & suppliers and subcontractors, maintain a strict anti-bribery policy and encourage suppliers to uphold similar standards and principles. Our aim is to foster transparent and ethical relationships throughout our supply chain.

Community relations

We actively engage in charitable initiatives and strive to positively impact the communities where we operate and reside.

Our commitment extends beyond financial support; we actively participate in community service through initiatives like our Give Back Day, where employees are granted a paid day to volunteer for local charities fostering personal growth among our team, in 2024 we undertook nearly 600 hours as a company and have set objectives to track impact of these hours, [read our blog to learn more](#).

Over the past 20 years we have provided support to numerous local and national charities, our 2024 key charities were;

[St Katharine's Hospice](#), [Ty Hafan](#), [Children's Hospice South-West](#), [Turn the Tide Portishead](#), and [Avon Wildlife Trust](#). We also sponsor various activities chosen by our employees ranging from grassroots clubs, sports teams to fundraising events. During the festive season we rally behind a local cause or charity leveraging digital marketing and fundraising efforts to make a meaningful impact.

We also sponsor local events that recognise and celebrate the achievements of young engineers, apprentices and manufacturing professionals, nurturing talent within our communities.

Our commitment to education extends globally through our online training platform, www.recruitmentjuice.com/ where training hours we undertake are contributed to donating school days to underprivileged children through the 'Teach the Unreached Project'- we have generated 261 days so far.

Quality Management Statement

At the core of our operations is a commitment to exceeding the expectations of both clients and candidates. To achieve this we prioritise continuous improvement and have implemented a bespoke Quality Management System (QMS) along with dedicated best practices to serve as a foundation for measuring and enhancing our performance.

Our QMS comprises several key elements:

- Regular collection and monitoring of feedback from employees, clients, and candidates through verbal and written formats, including annual surveys for landlords, employees and suppliers.
- Comprehensive employee training facilitated through in-house induction, probation period, onboarding, ongoing programs, and collaboration with carefully selected external providers.
- Routine management reviews involving all employees.
- Transparent internal communication facilitated by an open management reporting structure.

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- Annual internal audit program to ensure adherence to quality standards.
- National team meetings aimed at reviewing processes and fostering quality improvements.
- Awareness and training initiatives in response to pertinent changes in the employment landscape impacting our markets.
- Annual and biannual sales conferences and team-building activities to foster teamwork and alignment.

Our ethical policy is integral to our employee handbook, ensuring that all employees are familiar with it and integrate it into their practices. While our Managing Director bears ultimate responsibility for quality, we encourage all employees to take individual accountability of their quality of service within their respective areas of responsibility.

Ensuring Data Security & Compliance

Our comprehensive data protection and privacy policy is available on our website at [Privacy Policy](#)

At Hunter Selection we prioritise the security of all data, and our employees undergo formal, ongoing training emphasising the importance of data security. They follow a mandatory, structured training scheme to mitigate cyber-attacks and remain vigilant against potential threats.

<https://www.knowbe4.com>

All candidate and client data is securely stored on our GDPR-compliant databases with the industry leading ethical database supplier <https://krystal.io>.

Each applicant receives a recorded and auditable email confirming the legitimate interest and informed consent basis of our data relationship with them, including the right to object and be forgotten in future in line with ICO recommendations and prior to any actions being taken on their behalf. We are registered with Information Commissioners Office for the processing of data and data is not shared outside of the UK.

Access to this database is restricted through password protection and encryption, ensuring the highest level of data security. Additionally, we hold a current Cyber Essentials Plus certificate, which establishes stringent requirements for maintaining data security.

To safeguard our systems and data we have implemented the following security controls:

- Encryption of all devices using Bitlocker.
- Segregation of administrative accounts from day-to-day business activities.
- Logging of all data access.
- Installation of endpoint security anti-malware protection on devices.
- Monitoring of device resources.
- Enforcement of approved software installation policies.
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- Regular backup of all data to a separate cloud location. (Twice daily) with built in test and evaluation protocols
- Enforcement of password complexity requirements.
- Implementation of multi-factor authentication., which is renewed weekly.
- Enforced update policies to keep PCs current.
- Limiting employee access to the minimum necessary for their roles.

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- Enrolment of devices in Microsoft Endpoint Manager.
- Securing all network equipment with unique passwords and regular updates

These measures ensure that we maintain the highest standards of data security and privacy across all aspects of our operations.

Improving data governance and specifically focusing on the adoption and utilisation of Artificial Intelligence (AI) is a key goal for us in 2025.

Governance

Board Structure

Ownership of Hunter Selection Limited is shared between its operational directors and employees through an Employee Benefits Trust (EBT) model, where operational directors and employees share ownership representation at the board level.

The board consists of six highly experienced operational directors, boasting a collective experience of over 120 years in technical recruitment, solution sales, marketing, and training & development.

Our Managing Director and other directors bring extensive board-level experience from listed recruitment and training companies, as well as serving in non-executive, chair and consultancy roles across commercial, educational and charitable organisations.

The board's responsibilities encompass:

- Establishing the company's vision and guiding its current operations and future development, including social & environmental goals.
- Setting the company's values.
- Defining and reviewing company goals, strategies and tactics.
- Establishing company policies.
- Evaluating external opportunities, threats and risks, as well as internal strengths, weaknesses, and risks.
- Selecting strategic options and implementing the chosen strategies effectively.
- Ensuring the organisational structure and resource capabilities align with strategic objectives.
- Determining the company's risk appetite and overseeing a robust risk management program.
- Delegating authority to management and monitoring the implementation of policies, strategies, and business plans.
- Ensuring the effectiveness of internal controls.
- Facilitating communication between management, staff, and shareholders.
- Being accountable to shareholders and responsible to relevant stakeholders, including the EBT.

Overall the board plays a pivotal role in guiding Hunter Selection Limited's strategic direction, ensuring effective governance, and fostering accountability to stakeholders.

[Bribery Policy](#)

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[Whistleblowing Statement](#)

This is reviewed annually, and on behalf of the board of directors overall responsibility is taken by Russell Smith, Managing Director, Hunter Selection Limited.