



PUBLIC DISCLOSURE STATEMENT

TALENT NATION PTY LTD

**ORGANISATION CERTIFICATION
FY2020-21**

Australian Government
Climate Active
Public Disclosure Statement



NAME OF CERTIFIED ENTITY: Talent Nation Pty Ltd

REPORTING PERIOD: Financial year 1 July 2020 – 30 June 2021

Declaration

To the best of my knowledge, the information provided in this Public Disclosure Statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.

Signature

Date **20th November 2021**

Name of Signatory **Nathan Kelly**

Position of Signatory **Director**



Australian Government
Department of Industry, Science,
Energy and Resources

Public Disclosure Statement documents are prepared by the submitting organisation. The material in Public Disclosure Statement documents represents the views of the organisation and do not necessarily reflect the views of the Commonwealth. The Commonwealth does not guarantee the accuracy of the contents of the Public Disclosure Statement documents and disclaims liability for any loss arising from the use of the document for any purpose.

Version number February 2021

1. CARBON NEUTRAL INFORMATION

Description of certification

This inventory has been prepared for the financial year from 1 July 2020 to 30 June 2021 and covers the Australian operations of Talent Nation Pty Ltd, ABN 49 159 335 114.

The operational boundary has been defined based on an operational control test, in accordance with the principles of the National Greenhouse and Energy Reporting Act 2007. This includes the following locations and facilities:

- 108/3 Male Street, Brighton 3186 VIC
- Employees working remotely in VIC

The methods used for collating data, performing calculations and presenting the carbon account are in accordance with the following standards:

- Climate Active Standards
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- National Greenhouse and Energy Reporting (Measurement) Determination 2008

Where possible, the calculation methodologies and emission factors used in this inventory are derived from the National Greenhouse Accounts (NGA) Factors in accordance with "Method 1" from the National Greenhouse and Energy Reporting (Measurement) Determination 2008.

The greenhouse gases considered within the inventory are those that are commonly reported under the Kyoto Protocol; carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and synthetic gases - hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). These have been expressed as carbon dioxide equivalents (CO₂-e) using relative global warming potentials (GWPs).

“As Australia’s leading sustainability and environmental recruitment agency, Climate Active certification legitimises our commitment and accountability of being a NetZero organisation.”

Organisation description

At Talent Nation, we believe every individual can have a real impact on the world around them. As Australia's leading sustainability and environmental recruitment agency, purpose sits at the heart of everything we do, and seeking ways to benefit people, communities and the planet is a core aspect of our business.

Talent Nation's mission is to *accelerate impact by placing the right candidate in the right role, every time* and was established with the objective of working with organisations that are committed to positive environmental and social outcomes. We have been at the forefront of sustainability recruitment since 2012 and are proud of how far the sector has come in that time. As one of only 42 Founding B Corporations in Australia, and over 4000 globally, Talent Nation voluntarily meets a higher standard of transparency, accountability, and performance, harnessing the power of business to solve social and environmental problems.

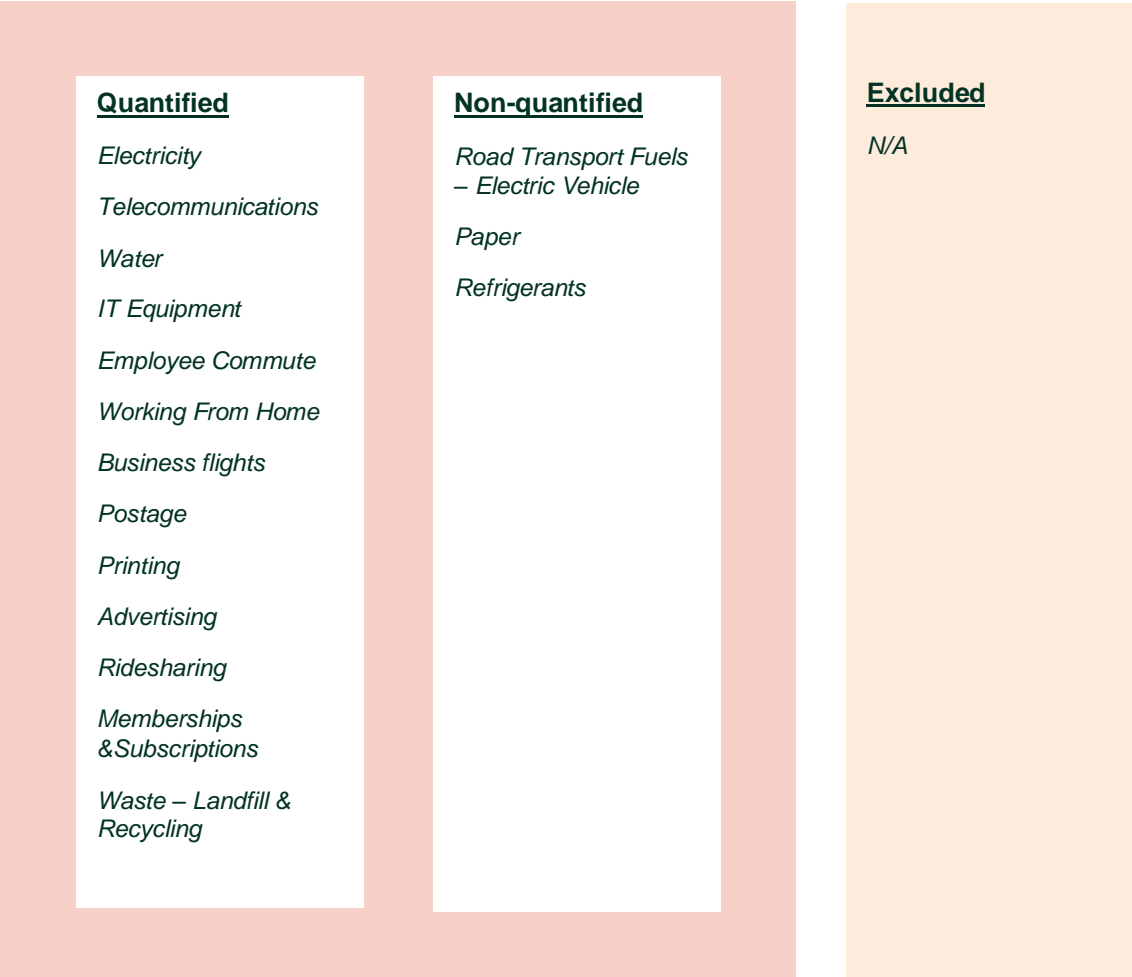
Talent Nation is as proud of our employees, as they are of the Talent Nation brand, all of whom abide by the following Talent Nation values:

- We do the right thing, even when no one is looking (our integrity is unwavering)
- We pride ourselves on the consequences of our actions (the ripple effect)
- We strive for excellence (personal accountability for every role)
- Our actions will make the world a better place (we enable positive change)

2. EMISSION BOUNDARY

Diagram of the certification boundary

This is a small organisation certification, which uses the standard Climate Active small organisation emissions boundary.



Non-quantified sources

Emissions from a private electric vehicle, paper and refrigerants have been non-quantified as they have been estimated to be immaterial.

Data management plan

N/A.

Excluded sources (outside of certification boundary)

N/A.

“Talent Nation has always “walked the talk”. With the horizon of 2030 looming, inaction on pathways to NetZero are unacceptable. Climate Active certification reaffirms our commitment to our purpose of positive environmental and social outcomes.”

3. EMISSIONS SUMMARY

Emissions reduction strategy

The following activities form part of Talent Nation's emissions reduction strategy:

- Utilisation of the SDG Action Manager (developed by B Lab and the UN Global Compact) to help Talent Nation take action on opportunities to reduce emissions.
- Annual measurement and reporting of energy consumption and GHG inventory through Climate Active.

Opportunities for emissions reduction to be implemented during the next reporting period include:

- Purchasing 100% GreenPower for our Brighton Office (where electricity is purchased directly) – timing around June 2022.
- Upgrading office lighting in Brighton – timing before end of 2021.
- Implement travel policy for use of public transport whenever possible to attend client meetings – timing June 2022.
- Provision for EV charging at Head Office by June 2022.

Emissions summary (inventory)

Table 1

Emission source category	tonnes CO ₂ -e
Carbon neutral products and services	0.00
Electricity	1.58
ICT services and equipment	1.23
Land and Sea Transport (\$)	0.21
Land and Sea Transport (km)	0.10
Office equipment & supplies	0.05
Postage, courier and freight	0.003
Professional Services	4.98
Waste	0.29
Water	0.03
Working from home	2.10
<i>Total Net Emissions</i>	10.57

Uplift factors

Table 2

Reason for uplift factor	tonnes CO ₂ -e
Climate Active Small Organisation Uplift (5%)	0.5
<i>Total footprint to offset (uplift factors + net emissions)</i>	11.1

Carbon neutral products

Talent Nation purchased Qantas and Jetstar flight offsets in FY2020-21. Furthermore, a portion of their electricity usage was carbon neutral electricity provided by AGL.

This assessment and Climate Active submission was prepared with the assistance of [Pangolin Associates](#) and these services are also carbon neutral.

Electricity summary

Electricity was calculated using a market-based approach.

Market-based approach summary

Table 3

Market-based approach	Activity Data (kWh)	Emissions (kgCO ₂ -e)	Renewable %
Behind the meter consumption of electricity generated	0	0	0%
Total non-grid electricity	0	0	0%
LGC Purchased and retired (kWh) (including PPAs & Precinct LGCs)	0	0	0%
GreenPower	825	0	29%
Jurisdictional renewables (LGCs retired)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	536	0	19%
Residual Electricity	1,473	1,581	0%
Total grid electricity	2,835	1,581	48%
Total Electricity Consumed (grid + non grid)	2,835	1,581	48%
Electricity renewables	1,361	0	
Residual Electricity	1,473	1,581	
Exported on-site generated electricity	0	0	
Emission Footprint (kgCO ₂ e)		1,581	

A minus Residual Electricity Emissions in kgCO₂e rounds to zero because the negative emissions can only be used to reduce electricity consumption emissions. See electricity accounting rules for further information

Total renewables (grid and non-grid)	48.03%
Mandatory	18.93%
Voluntary	29.10%
Behind the meter	0.00%
Residual Electricity Emission Footprint (TCO₂e)	2

Figures may not sum due to rounding. Renewable percentage can be above 100%

Location-based approach summary
Table 4

Location-based approach	Activity Data (kWh)	Emissions (kgCO ₂ -e)
VIC	2,835	3,090
Grid electricity (scope 2 and 3)	2,835	3,090
VIC	0	0
Non-grid electricity (Behind the meter)	0	0
Total Electricity Consumed	2,835	3,090

Emission Footprint (tCO₂-e)

3

4. CARBON OFFSETS

Offsets strategy

Table 5

Offset purchasing strategy:	
In arrears	
1. Total offsets previously forward purchased and banked for this report	0
2. Total emissions liability to offset for this report	12
3. Net offset balance for this reporting period	12
4. Total offsets to be forward purchased to offset the next reporting period	0
5. Total offsets required for this report	12

Co-benefits

Karlantipa North Savanna Burning Project

Savanna burning is an important carbon farming project that is delivered in partnership with Traditional Owners. Savanna burning is a fire management method that prevents destructive bushfires (prevalent in tropical savannas of northern Australia) by reducing the fuel load in a controlled manner and therefore reducing greenhouse gas emissions. By practicing traditional patchwork burning in the early dry season when fires are cooler and by burning less country, there are fewer emissions released and more carbon is stored in the soil and plants, keeping the land healthy for the people of Karlantipa North. This method generates Australian Carbon Credit Units ("ACCU") and in turn brings environmental, social and cultural co-benefits such as: Elders sharing traditional ecological knowledge with young people; Protection of sacred sites (men's and women's business); Protection of the environment by Aboriginal led land and sea management; Meaningful employment aligning with the interests and values of Traditional Owners; and Contribution to increased pride and self-esteem of Aboriginal people.



Offsets summary

Proof of cancellation of offset units

Table 6

Offsets cancelled for Climate Active Carbon Neutral Certification										
Project description	Type of offset units	Registry	Date retired	Serial number (and hyperlink to registry transaction record)	Vintage	Eligible Quantity (tCO ₂ -e)	Quantity used for previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period claim	Percentage of total (%)
Karlantipa North Savanna Burning Project	ACCUs	ANREU	30 November 2021	3,801,887,610-3,801,887,621	2020-21	12	0	0	12	100%
Total offsets retired this report and used in this report									12	
Total offsets retired this report and banked for future reports									0	

Type of offset units	Quantity (used for this reporting period claim)	Percentage of Total
Australian Carbon Credit Units (ACCUs)	12	100%

5. USE OF TRADE MARK

Table 7

Description where trademark used	Logo type
Sustainability Remuneration Report	Certified organisation
Website	Certified organisation
Email Signatures	Certified organisation
LinkedIn, Facebook, Twitter	Certified organisation
Marketing Materials (digital and print)	Certified organisation
Electronic Direct Mail marketing (and other online communication)	Certified organisation

6. ADDITIONAL INFORMATION

In 2019 Talent Nation participated in the B-Corp pledge with 500+ B Corps to Commit to Net Zero by 2030, 20 Years Ahead of Paris Agreement. Early in 2021, Talent Nation released our inaugural Sustainability Strategy for 2021 - 2024, with the three pillars of;

- Positive Environmental Impact
- Social Responsibility Mindset
- Business as a Force for Good

Our environmental ambition, targets and programs have been aligned to the United Nation's Sustainable Development Goals (SDGs) numbers 13 Climate Action and 15 Life on Land. Becoming Climate Active certified is one of the key programs that enables us to deliver on the authenticity of our 2021-2024 Sustainability Strategy.

We have decided to 'build back better' post-COVID-19 and have fast-tracked that pledge through Climate Active. As we officially transitioned the team back to the office during 2021, we have taken the opportunity to move into an office that is more energy efficient and closer to employees' homes. The Talent Nation office is a 2-minute walk from a train station, with a 20-minute journey into the CBD. In line with our goal of becoming carbon neutral, this train line will be our preferred method of transport when attending client meetings.

We have also invested in new IT hardware and work from home facilities for all staff, so that they can utilise video conferencing for all client and candidate meetings, whether employees are in the office or working from home, further reducing the need to travel locally and interstate.

APPENDIX 1

Excluded emissions

To be deemed relevant an emission must meet two of the five relevance criteria. Excluded emissions are detailed below against each of the five criteria.

Table 8

Relevance test					
Excluded emission sources	<i>The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions</i>	<i>The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.</i>	<i>Key stakeholders deem the emissions from a particular source are relevant.</i>	<i>The responsible entity has the potential to influence the reduction of emissions from a particular source.</i>	<i>The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations.</i>

N/A

APPENDIX 2

Non-quantified emissions for organisations

Table 9

Non-quantification test				
Relevant-non-quantified emission sources	<i>Immaterial <1% for individual items and no more than 5% collectively</i>	<i>Quantification is not cost effective relative to the size of the emission but uplift applied.</i>	<i>Data unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.</i>	<i>Initial emissions non-quantified but repairs and replacements quantified</i>
Road Transport				
Fuels – Electric Vehicle	Y	N	N	N
Paper	Y	N	N	N
Refrigerants	Y	N	N	N

APPENDIX 3

ACCUs Retirement

ANREU

nationalregistry.cleanenergyregulator.gov.au/transaction/show/130390

Aboriginal Carbon...

Links

HP

Apps

Public Reports

My Profile

30/11/2021 11:02:16 (AEDT)

30/11/2021 00:02:16 (GMT)

Cancellation (4)

Foley, Rowan Paul Bulmer

Foley, Rowan Paul Bulmer

Voluntary cancellation on behalf of Talent Nation for Climate Active certification

Transferring Account

Account Number AU-2798

Account Name Aboriginal Carbon Fund Limited

Account Holder Aboriginal Carbon Fund Limited

Acquiring Account

Account Number AU-1068

Account Name Australia Voluntary Cancellation Account

Account Holder Commonwealth of Australia

Transaction Blocks

Party	Type	Transaction Type	Original CP	Current CP	ERF Project ID	NGER Facility ID	NGER Facility Name	Safeguard	Kyoto Project #	Vintage	Expiry Date	Serial Range	Quantity
AU	KACCU	Voluntary ACCU Cancellation			ERF104800					2020-21		3,801,887,610 3,801,887,621	12

Transaction Status History

Status Date	Status Code
-------------	-------------

⚡





An Australian Government Initiative

