



# **PUBLIC DISCLOSURE STATEMENT**

**TALENT NATION PTY LTD**

**ORGANISATION CERTIFICATION  
FY2022–23**

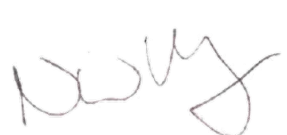
Australian Government

# Climate Active Public Disclosure Statement



An Australian Government Initiative



NAME OF CERTIFIED ENTITY	Talent Nation Pty Ltd
REPORTING PERIOD	1 July 2022 – 30 June 2023 Arrears report
DECLARATION	<p><i>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.</i></p>  <p>Nathan Kelly Director 6 May 2024</p>



Australian Government

Department of Climate Change, Energy,  
the Environment and Water

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Version August 2023.

# 1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	54 tCO <sub>2</sub> -e
CARBON OFFSETS USED	100% ACCUs
RENEWABLE ELECTRICITY	60.88%
CARBON ACCOUNT	Prepared by: Pangolin Associates
TECHNICAL ASSESSMENT	N/A (small organisation pathway)

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## 2. CARBON NEUTRAL INFORMATION

### Description of certification

This inventory has been prepared for the financial year from 1 July 2022 to 30 June 2023 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:

- 40 Esplanade, Brighton 3186 VIC
- 20-40 Meagher Street, Chippendale 2008 NSW
- Virtual New Zealand Office

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 (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and synthetic gases - hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) sulphur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>). These have been expressed as carbon dioxide equivalents (CO<sub>2</sub>-e) using relative global warming potentials (GWPs).

### 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, ESG, Environment, and Climate & Energy 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 5000 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).

## 3.EMISSIONS BOUNDARY

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

### Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

**Quantified emissions** have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however are **optionally included**.

**Non-quantified emissions** have been assessed as relevant and are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

### Outside the emissions boundary

**Excluded emissions** are those that have been assessed as not relevant to an organisation's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further detail is available at Appendix D.

Inside emissions boundary		Outside emission boundary
<u>Quantified</u>	<u>Non-quantified</u>	<u>Excluded</u>
<ul style="list-style-type: none"> <li>• Accommodation</li> <li>• Cleaning and chemicals</li> <li>• Carbon neutral products and services</li> <li>• Electricity</li> <li>• Food</li> <li>• ICT services and equipment</li> <li>• Office equipment and supplies</li> <li>• Postage, courier and freight</li> <li>• Professional services</li> <li>• Refrigerants</li> <li>• Transport (air)</li> <li>• Transport (land and sea)</li> <li>• Waste</li> <li>• Water</li> <li>• Working from home</li> </ul>	Virtual office*	N/A

\*The virtual office is simply a fee paid to be able to advertise an address, not a physical facility, and has no further amenity provided to Talent Nation. The fee paid and the commensurate emissions were non-quantified due to their immaterial nature.

## 4. EMISSIONS REDUCTIONS

### Emissions reduction strategy

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

- I. Utilisation of the SDG Action Manager (developed by B Lab and the UN Global Compact) to help Talent Nation act on opportunities to reduce emissions.
- II. Utilisation of the B Lab Impact Assessment portal to measure emission reductions and align to the Sustainable Development Goals
- III. Annual measurement and reporting of energy consumption and GHG inventory through Climate Active.

Talent Nation commits to reduce GHG emissions intensity per FTE by a minimum of 5% per year over the next 7 years compared to a 2020-21 baseline of 2.8 tCO<sub>2</sub>-e per FTE. Talent Nation's FY2022-23 intensity metric was 6.1 tCO<sub>2</sub>-e per FTE. This will include following actions:

- **Scope 1 emissions will be reduced by:**
  - Negotiating with landlord to install more modern and efficient air conditioning units in the office by 2028.
- **Scope 2 emissions will be reduced by:**
  - Committing to a 50% reduction in energy emissions from our office by the year 2030 by:
    - Negotiating and collaborating with landlord to install solar panels in the Melbourne office by 2030
    - Continuing to review our energy use such as ensuring the main automated lighting systems are turned out after-hours and on public holidays.
    - Working with A/C engineers to ensure heating and cooling programming is optimised during office use and automatically turned off when applicable by June 2024
- **Scope 3 emissions will be reduced by:**
  - Provision for EV charging at Head Office; Installing power outlets in garage and source charging equipment by December 2024.
  - Encouraging public transport and walking/cycling for staff commute
  - Implementing a low-carb commute to work day each fortnight by June 2024
  - Continuing to employ locally, to both support regional communities and reduce travel footprint – ongoing.
  - Ensuring any accommodations selected for business travel are certified Climate Active organisations where possible – ongoing.
  - Continuing to step up video conferencing and discourage air and other vehicle travel to attend business meetings, where a tele/video- conferencing format is suitable.
  - Implement a policy that any flights that are taken are offset at point of purchase by June 2024.
  - Increasing office recycling to 80% by Dec 2024 using a combination of education on recycling as well as waste audits.



- Commitment to increasing sourcing of any Goods and Services from available Carbon Neutral suppliers
- Implement travel policy for use of public transport whenever possible to attend client meetings by June 2024.

## **Emissions reduction actions**

For FY2023, Talent Nation took the following actions to reduce their organisation emissions:

1. Lighting in the new Brighton office was upgraded
2. Implemented holiday and out of hours turn off policy and lighting/office power behaviour change program
3. Increased office recycling
4. Stepped up video conferencing for client meetings

## 5.EMISSIONS SUMMARY

### Emissions over time

		Emissions since base year	
		Total tCO <sub>2</sub> -e (without uplift)	Total tCO <sub>2</sub> -e (with uplift)
Base year/Year 1:	2020–21	10.6	11.1
Year 2:	2021–22	38.9	40.8
Year 3:	2022–23	51.2	53.8

### Significant changes in emissions

Emission source	Previous year emissions (t CO <sub>2</sub> -e)	Current year emissions (t CO <sub>2</sub> -e)	Reason for change
Computer and technical services	3.53	11.50	Organic business growth has forced continued procurement
Advertising services	6.52	8.85	Organic business growth has forced continued procurement

### Use of Climate Active carbon neutral products, services, buildings or precincts

Certified brand name	Service used
Qantas	Flights
Pangolin Associates	Consulting services

## Emissions summary

The electricity summary is available in the Appendix B. Electricity emissions were calculated using a market-based approach.

Emission category	Sum of scope 1 (tCO <sub>2</sub> -e)	Sum of scope 2 (tCO <sub>2</sub> -e)	Sum of scope 3 (tCO <sub>2</sub> -e)	Sum of total emissions (t CO <sub>2</sub> -e)
Accommodation and facilities	0.00	0.00	0.32	0.32
Cleaning and chemicals	0.00	0.00	0.86	0.86
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Electricity	0.00	0.00	10.82	10.82
Food	0.00	0.00	0.00	0.00
ICT services and equipment	0.00	0.00	13.70	13.70
Office equipment and supplies	0.00	0.00	1.64	1.64
Postage, courier and freight	0.00	0.00	0.02	0.02
Professional Services	0.00	0.00	15.78	15.78
Refrigerants	1.11	0.00	0.00	1.11
Transport (air)	0.00	0.00	1.83	1.83
Transport (Land and Sea)	0.00	0.00	4.32	4.32
Waste	0.00	0.00	0.13	0.13
Water	0.00	0.00	0.04	0.04
Working from home	0.00	0.00	0.66	0.66
<b>Total emissions</b>	<b>1.11</b>	<b>0.00</b>	<b>50.13</b>	<b>51.24</b>

## Uplift factors

An uplift factor is an upwards adjustment to the total carbon inventory to account for relevant emissions that cannot be reasonably quantified or estimated. This conservative accounting approach helps ensure the integrity of the carbon neutral claim.

Reason for uplift factor	tCO <sub>2</sub> -e
Mandatory 5% uplift for small organisations	2.56
<b>Total emissions footprint to offset</b> (total emissions from summary table + total of all uplift factors)	<b>53.81</b>

## 6. CARBON OFFSETS

### Offsets retirement approach

This certification has taken an in-arrears offsetting approach. The total emissions to offset are 54 tCO<sub>2</sub>-e. The total number of eligible offsets used in this report is 54. Of the total eligible offsets used, 0 were previously banked and 54 were newly purchased and retired. None are remaining to be banked for future use.

### Co-benefits

By purchasing Community Credits Talent Nation has invested in a carbon farming project that supports rangers and Traditional Owners manage country; taken action on climate change; and strengthened the Australian economy.

## Eligible offsets retirement summary

Offsets retired for Climate Active certification											
Project description	Type of offset units	Registry	Date retired	Serial number (and hyperlink to registry transaction record)	Vintage	Stapled quantity	Eligible quantity retired (tCO <sub>2</sub> -e)	Eligible quantity used for previous reporting periods	Eligible quantity banked for future reporting periods	Eligible quantity used for this reporting period	Percentage of total (%)
The Karlantijpa North Savanna Burning Project	ACCU	ANREU	20/12/23	8,333,302,316 - 8,333,302,368	2021-22		53	0	0	53	98%
The Karlantijpa North Savanna Burning Project	ACCU	ANREU	20/12/23	8,333,306,319 - 8,333,306,319	2021-22		1	0	0	1	2%
Total eligible offsets retired and used for this report										54	
Total eligible offsets retired this report and banked for use in future reports									0		

Type of offset units	Eligible quantity (used for this reporting period)	Percentage of total
Australian Carbon Credit Units (ACCU)	54	100%

# 7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

## Renewable Energy Certificate (REC) summary

N/A

## APPENDIX A: ADDITIONAL INFORMATION

### Evidence of ACCUs retired and used for this certification

ANREU x + nationalregistry.cleanenergyregulator.gov.au/transaction/show/141703

Change Password Contact Us Log Out Help

Australian Government  
Clean Energy Regulator  
Australian National Registry of Emissions Units

Logged in as: Rowan Foley / Industry User

ANREU Home  
Account Holders  
Accounts  
Unit Position Summary  
Projects  
Transaction Log  
CER Notifications  
Public Reports  
My Profile

#### Transaction Details

Transaction details appear below.

Transaction Successfully Approved

Transaction ID	AU31484
Current Status	Completed (4)
Status Date	20/12/2023 09:04:27 (AEDT) 19/12/2023 22:04:27 (GMT)
Transaction Type	Cancellation (4)
Transaction Initiator	Foley, Rowan Paul Bulmer
Transaction Approver	Foley, Rowan Paul Bulmer
Comment	Retired on behalf of Talent Nation for FY2023 Climate Active certification

Transferring Account		Acquiring Account	
Account Number	AU-2798	Account Number	AU-1068
Account Name	Aboriginal Carbon Fund Limited	Account Name	Australia Voluntary Cancellation Account
Account Holder	Aboriginal Carbon Fund Limited	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 Ranges	Quantity
AU	KACCU	Voluntary ACU Cancellation			ERF104800					2021-22		8,333,302,316 - 8,333,302,368	53
AU	KACCU	Voluntary ACU Cancellation			ERF104800					2021-22		8,333,306,319 - 8,333,306,319	1

## APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

**For this certification, electricity emissions have been set by using the market-based approach.**

Market-based approach summary			
Market-based approach	Activity Data (kWh)	Emissions (kg CO <sub>2</sub> -e)	Renewable percentage of total
Behind the meter consumption of electricity generated	0	0	0%
<b>Total non-grid electricity</b>	<b>0</b>	<b>0</b>	<b>0%</b>
LGC Purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	12,192	0	42%
Climate Active precinct/building (voluntary renewables)	0	0	0%
Precinct/Building (LRET)	0	0	0%
Precinct/Building jurisdictional renewables (LGCS surrendered)	0	0	0%
Electricity products (voluntary renewables)	0	0	0%
Electricity products (LRET)	0	0	0%
Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	5,447	0	19%
Residual Electricity	11,332	10,822	0%
<b>Total renewable electricity (grid + non grid)</b>	<b>17,639</b>	<b>0</b>	<b>61%</b>
<b>Total grid electricity</b>	<b>28,971</b>	<b>10,822</b>	<b>61%</b>
<b>Total electricity (grid + non grid)</b>	<b>28,971</b>	<b>10,822</b>	<b>61%</b>
Percentage of residual electricity consumption under operational control	0%		
<b>Residual electricity consumption under operational control</b>	<b>0</b>	<b>0</b>	
Scope 2	0	0	
Scope 3 (includes T&D emissions from consumption under operational control)	0	0	
<b>Residual electricity consumption not under operational control</b>	<b>11,332</b>	<b>10,822</b>	
Scope 3	11,332	10,822	

<b>Total renewables (grid and non-grid)</b>	<b>60.88%</b>
<b>Mandatory</b>	<b>18.80%</b>
<b>Voluntary</b>	<b>42.08%</b>
<b>Behind the meter</b>	<b>0.00%</b>
<b>Residual scope 2 emissions (t CO<sub>2</sub>-e)</b>	<b>0.00</b>
<b>Residual scope 3 emissions (t CO<sub>2</sub>-e)</b>	<b>10.82</b>
<b>Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>0.00</b>
<b>Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>10.82</b>
<b>Total emissions liability (t CO<sub>2</sub>-e)</b>	<b>10.82</b>

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



Location-based approach summary						
Location-based approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	0%	(kWh)	Scope 2 Emissions (kgCO <sub>2</sub> -e)	Scope 3 Emissions (kgCO <sub>2</sub> -e)	(kWh)	Scope 3 Emissions (kgCO <sub>2</sub> -e)
NSW	951	0	0	0	951	751
VIC	28,020	0	0	0	28,020	25,779
<b>Grid electricity (scope 2 and 3)</b>	<b>28,971</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>28,971</b>	<b>26,530</b>
NSW	0	0	0	0		
VIC	0	0	0	0		
<b>Non-grid electricity (behind the meter)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
<b>Total electricity (grid + non grid)</b>	<b>28,971</b>					

<b>Residual scope 2 emissions (t CO<sub>2</sub>-e)</b>	<b>0.00</b>
<b>Residual scope 3 emissions (t CO<sub>2</sub>-e)</b>	<b>26.53</b>
<b>Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>0.00</b>
<b>Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>26.53</b>
<b>Total emissions liability (t CO<sub>2</sub>-e)</b>	<b>26.53</b>

## Operations in Climate Active buildings and precincts

Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO <sub>2</sub> -e)
N/A.	0	0
Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the building/precinct under the market-based method is outlined as such in the market based summary table.		

## Climate Active carbon neutral electricity products

Climate Active carbon neutral product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO <sub>2</sub> -e)
N/A	0	0
Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market-based method is outlined as such in the market-based summary table.		

## APPENDIX C: INSIDE EMISSIONS BOUNDARY

### Non-quantified emission sources

The following emissions sources have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

N/A – no relevant (non-quantified) emission sources for this certification in this reporting period.

### Data management plan for non-quantified sources

N/A

## APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

### Excluded emission sources

The below emission sources have been assessed as not relevant to this organisation's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions.
2. **Influence** The responsible entity has the potential to influence the reduction of emissions from a particular source.
3. **Risk** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.
4. **Stakeholders** Key stakeholders deem the emissions from a particular source are relevant.
5. **Outsourcing** 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.

N/A – no emission sources have been excluded from the emissions boundary for this certification in this reporting period.



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