



PUBLIC DISCLOSURE STATEMENT

TALENT NATION PTY LTD

**ORGANISATION CERTIFICATION
FY2023–24**


Australian Government

Climate Active Public Disclosure Statement



An Australian Government Initiative



NAME OF CERTIFIED ENTITY	Talent Nation Pty Ltd
REPORTING PERIOD	1 July 2023 – 30 June 2024 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 08/07/2025</p>



Australian Government

Department of Climate Change, Energy,
the Environment and Water

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Version 9.

1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	50 tCO ₂ -e
CARBON OFFSETS USED	100% ACCUs
RENEWABLE ELECTRICITY	91.78%
CARBON ACCOUNT	Prepared by: Pangolin Associates
TECHNICAL ASSESSMENT	N/A – small organisation.

Contents

1. Certification summary.....	3
2. Certification information.....	4
3. Emissions boundary.....	6
4. Emissions reductions	8
5. Emissions summary	10
6. Carbon offsets.....	13
7. Renewable Energy Certificate (REC) Summary	15
Appendix A: Additional Information	16
Appendix B: Electricity summary.....	17
Appendix C: Inside emissions boundary	20
Appendix D: Outside emissions boundary	21

2. CERTIFICATION INFORMATION

Description of organisation certification

This inventory has been prepared for the financial year from 1 July 2023 to 30 June 2024 and covers the Australian business operations of Talent Nation Pty Ltd, ABN 49 158 335 114. This certification does not cover Talent Nation's services and is purely for the organisational footprint.

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
- Level 1, 110 Paramatta Road, Stanmore 2048 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 (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).

This Public Disclosure Statement includes information for FY2023-24 reporting period.

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 9,000 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 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

Quantified

- Accommodation
- Cleaning and chemicals
- Climate Active carbon neutral products and services
- Electricity
- Food
- ICT services and equipment
- Postage, courier and freight
- Office equipment and supplies
- Professional services
- Refrigerants
- Stationary energy (gaseous fuels)
- Stationary energy (liquid fuels)
- Stationary energy (solid fuels)
- Transport (air)
- Transport (land and sea)
- Waste
- Water
- Working from home

Non-quantified

Virtual Office

Outside emission boundary

Excluded

N/A.

4.EMISSIONS REDUCTIONS

Emissions reduction strategy

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

1. 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.
2. Utilisation of the B Lab Impact Assessment portal to measure emission reductions and align to the Sustainable Development Goals
3. 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 tCO₂e per FTE. This will include the 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 2025
 - Negotiating with Landlord to install new tinted window panels by June 2025

- **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 2025
 - 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 2025.
 - 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 2025

Emissions reduction actions

For FY2024, Talent Nation took the following actions to reduce their organisation emissions:

1. Implemented consistent WFH day for all staff to reduce office energy consumption to 4 days per week (Melbourne office)
2. Increased office recycling
3. Stepped up video conferencing for client meetings and candidate interviews
4. Melbourne office site plan for new air conditioning system formulated and submitted for approval
5. Melbourne office provisioned for EV charging stations to be installed
6. Worked with building owner to have a new roof installed, phase one for implementation of solar panels
7. Implemented rail commute for journey between Sydney and Melbourne for team members

5.EMISSIONS SUMMARY

Emissions over time

Emissions since base year			
		Total tCO ₂ -e (without uplift)	Total tCO ₂ -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
Year 4:	2023-24	47.6	50.0

Significant changes in emissions

Significant changes in emissions			
Emission source	Previous year emissions (t CO ₂ -e)	Current year emissions (t CO ₂ -e)	Reason for change
Advertising services	8.85	5.99	The reduction of emissions is due to both the reclassification of LinkedIn spend (to technical services) and advertising services returning to in-house in comparison to outsourced.
Short economy class flights	1.83	5.69	Offsetting at the point of purchase didn't occur in FY2024 due to a training error, in addition to the Sydney team member flying down to Melbourne's head office more.
Technical services	0.00	15.42	The increased emissions was due to LinkedIn spend being reclassified into software (i.e. technical services) from advertising services.

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

Certified brand name	Product/Service/Building/Precinct used
Pangolin Associates	Consulting services

Emissions summary

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

Emission category	Scope 1 emissions (tCO ₂ -e)	Scope 2 emissions (tCO ₂ -e)	Scope 3 emissions (tCO ₂ -e)	Total emissions (t CO ₂ -e)
Accommodation and facilities	0.00	0.00	0.38	0.38
Cleaning and Chemicals	0.00	0.00	0.76	0.76
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Electricity	0.00	0.00	0.83	0.83
Food	0.00	0.00	0.00	0.00
ICT services and equipment	0.00	0.00	4.63	4.63
Office equipment & supplies	0.00	0.00	2.37	2.37
Postage, courier and freight	0.00	0.00	0.00	0.00
Professional Services	0.00	0.00	26.08	26.08
Refrigerants	1.97	0.00	0.001	1.98
Stationary energy (gaseous fuels)	0.00	0.00	0.00	0.00
Stationary energy (liquid fuels)	0.00	0.00	0.00	0.00
Stationary energy (solid fuels)	0.00	0.00	0.00	0.00
Transport (Air)	0.00	0.00	5.69	5.69
Transport (Land and Sea)	0.00	0.00	4.12	4.12
Waste	0.00	0.00	0.12	0.12
Water	0.00	0.00	0.12	0.12
Working from home	0.00	0.00	0.51	0.51
Total emissions (tCO₂-e)	1.97	0.00	45.64	47.62

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 ₂ -e
Mandatory 5% uplift for small organisations	2.38
Total of all uplift factors (tCO₂-e)	2.38

Total emissions footprint to offset (tCO₂-e) <i>(total emissions from summary table + total of all uplift factors)</i>	50.00
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6.CARBON OFFSETS

Eligible offsets retirement summary

Offsets retired for Climate Active certification

Type of offset unit	Quantity used for this reporting period	Percentage of total units used
Australian Carbon Credit Units (ACCUs)	50	100%

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
Wulburjubur Cultural Fire Project	ACCU	Australian National Registry of Emissions Units (ANREU)	19/12/2024	9,018,926,186 – 9,018,926,235	2024-25	50	0	0	50	100%

Co-benefits

This project involves strategic fire management including annual planned burning of savannas in the high rainfall zone to reduce the risk of late dry season wildfires.

The Western Yalanji Aboriginal Corporation (WYAC) proudly leads the [Wulburjubur Cultural Fire project](#), an initiative rooted in ancient traditions and modern environmental stewardship. This project highlights the power of cultural burning practices in managing and preserving our precious savanna landscapes.

A Project with Purpose and Tradition: Launched in 2021, the Wulburjubur Cultural Fire project is driven by the Western Yalanji Traditional Owners. By conducting early dry season cultural burns, these dedicated custodians of the land aim to mitigate late dry season wildfires. This proactive approach not only protects the environment but also aligns with the age-old practices of the Western Yalanji people, blending cultural heritage with contemporary environmental management.

Protecting the Land for Future Generations: Situated on the Wulburjubur Bama Land Trust, spanning 577 square kilometres in Cape York, Queensland, the project area is free from livestock and the invasive gamba grass. This pristine condition ensures that the cultural burning practices have a maximal positive impact on the ecosystem, promoting biodiversity and resilience.

A Model for Sustainable Land Management: The WYAC exemplifies the potential for partnerships between traditional knowledge and companies aiming to be carbon neutral and address their Reconciliation Action Plan.

We celebrate and support the tireless efforts of the Western Yalanji Traditional Owners and their commitment to sustainable land management. Their work sets a shining example of how traditional practices can effectively address modern environmental challenges.

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:

Australian National Registry of Emissions Units

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[Help](#)

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	AU38307
Current Status	Completed (4)
Status Date	19/12/2024 15:57:27 (AEDT) 19/12/2024 04:57:27 (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 FY2024 Climate Active Certification

Transferring Account	Acquiring Account												
<table> <tr> <td>Account Number</td> <td>AU-2798</td> </tr> <tr> <td>Account Name</td> <td>Aboriginal Carbon Fund Limited</td> </tr> <tr> <td>Account Holder</td> <td>Aboriginal Carbon Fund Limited</td> </tr> </table>	Account Number	AU-2798	Account Name	Aboriginal Carbon Fund Limited	Account Holder	Aboriginal Carbon Fund Limited	<table> <tr> <td>Account Number</td> <td>AU-1068</td> </tr> <tr> <td>Account Name</td> <td>Australia Voluntary Cancellation Account</td> </tr> <tr> <td>Account Holder</td> <td>Commonwealth of Australia</td> </tr> </table>	Account Number	AU-1068	Account Name	Australia Voluntary Cancellation Account	Account Holder	Commonwealth of Australia
Account Number	AU-2798												
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Account Holder	Aboriginal Carbon Fund Limited												
Account Number	AU-1068												
Account Name	Australia Voluntary Cancellation Account												
Account Holder	Commonwealth of Australia												

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			ERF165483					2024-25		9,018,926,186 - 9,018,926,235	50

ABORIGINAL CARBON FOUNDATION

COMMUNITY CREDITS CERTIFICATE

This is to certify that

Talent Nation

has purchased 50 Aboriginal generated Australian Carbon Credit Units with environmental, social and cultural co-benefits from the

Wulbujurbur Cultural Savanna Burning project

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.

Thank You

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 ₂ -e)	Renewable percentage of total
Behind the meter consumption of electricity generated	0	0	0%
Total non-grid electricity	0	0	0%
LGC Purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	8,132	0	73%
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)	2,084	0	19%
Residual Electricity	915	833	0%
Total renewable electricity (grid + non grid)	10,215	0	92%
Total grid electricity	11,131	833	92%
Total electricity (grid + non grid)	11,131	833	92%
Percentage of residual electricity consumption under operational control	0%		
Residual electricity consumption under operational control	0	0	
Scope 2	0	0	
Scope 3 (includes T&D emissions from consumption under operational control)	0	0	
Residual electricity consumption not under operational control	915	833	
Scope 3	915	833	

Total renewables (grid and non-grid)	91.78%
Mandatory	18.72%
Voluntary	73.06%
Behind the meter	0.00%
Residual scope 2 emissions (t CO₂-e)	0.00
Residual scope 3 emissions (t CO₂-e)	0.83
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	0.00
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	0.83
Total emissions liability (t CO₂-e)	0.83
<i>Figures may not sum due to rounding. Renewable percentage can be above 100%</i>	

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	90%	(kWh)	Scope 2 Emissions (kgCO ₂ -e)	Scope 3 Emissions (kgCO ₂ -e)	(kWh)	Scope 3 Emissions (kgCO ₂ -e)
NSW	1,126	1,012	688	51	114	83
VIC	10,005	8,992	7,104	629	1,012	871
Grid electricity (scope 2 and 3)	11,131	10,005	7,792	680	1,126	954
NSW	0	0	0	0		
VIC	0	0	0	0		
Non-grid electricity (behind the meter)	0	0	0	0		
Total electricity (grid + non grid)	11,131					

Residual scope 2 emissions (t CO₂-e)	7.79
Residual scope 3 emissions (t CO₂-e)	1.63
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	7.79
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	1.63
Total emissions liability	9.43

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 ₂ -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 electricity product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO ₂ -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.

Relevant non-quantified emission sources	Justification reason
Virtual Office	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.

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 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.

Excluded emissions sources summary

Emission sources tested for relevance						Justification
	Size	Influence	Risk	Stakeholders	Outsourcing	
N/A.						



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