

the

wave

Q4/2016





MESSAGE FROM JOHN

A look back on the year...

This year is now finally coming to a close and it has been a tumultuous year with a combination of 'global' events such as Brexit, and more 'local' events such as the ongoing consolidation amongst the shipping lines and in addition the consolidation of the container transport companies serving the sector.

The terms and the timing of the EU exit will continue to cause uncertainty and hesitation and this will affect us all as we try to work our way through it. However we are reaching out to all the contacts we can to press the UK Government for clear policies for non-British drivers and their families to remain part of our valued workforce here in the UK.

The rapid consolidation of the Carriers has accelerated this year and is as a result of the continued and unparalleled losses they have been incurring over the last eight years with little respite. We hope that these mergers and acquisitions will lead to improved results for the shipping lines. Unfortunately these developments did not come soon enough to prevent Hanjin Shipping, formerly Korea Shipping Corporation from entering administration. We were Hanjin's road haulage partner in the UK and Hanjin have been one of my customers since 1977. A very sad day.

We also saw a number of our competitors sell their businesses to larger rivals, James Kemball to Uniserve and Macintyre and Goldstar to Turners (Soham) Ltd.

In the Law of the Jungle, only the fittest will survive.

Despite the Hanjin situation, we have ended the year in good shape, we were awarded two significant new contracts in Containers, Oak Furniture Land, and Allport. We are delighted to have them as our valued customers. I am also pleased to say that we have increased volume from most of our container customers and we really appreciate the

support we receive.

The Distribution business, which we started from scratch in 2010, has had another outstanding year with significant growth with existing customers and valuable wins in the retail world. We are now competing with the biggest and the best in this sector and offering customers a fresh and more dynamic logistics solution.

We are continuing to invest in all areas of Maritime, despite the outlook and the uncertainty, including new vehicles, trailers and container handlers. We've also opened additional depots in Alconbury, Leighton Buzzard and Milton Keynes, a complete refresh of our IT hardware to provide more capacity and speed and most importantly we have continued to invest in our drivers and as a result have seen further reductions in accidents and claims. We have also continued to strengthen the management teams throughout the country and we believe we have created the most dynamic and resourceful four on four off, 24/7 structure in the UK to serve our customers.

I would like to take this opportunity to thank you for all of your support and to wish you and your families a happy and healthy 2017.

Merry Christmas,

John Williams



ON TRACK FOR SUCCESS

Relationship moving in the right direction

Tuesday 20th September saw the next step in our strong working relationship with GB Railfreight, with the unveiling of a new locomotive named 'Maritime One'. The train was revealed by a series of containers that were moved by both straddle carriers and gantry cranes to music.

The locomotive, liveried in our distinctive blue and white branding was unveiled at an event at our Birmingham Intermodal Freight Terminal (BIFT) in Tamworth and was attended by selected guests of Maritime and GB Railfreight.

John Smith, Managing Director - GB Railfreight, said: "We are very pleased to celebrate our long partnership with

Maritime by naming a locomotive in its honour. Maritime and GB Railfreight have enjoyed a long working relationship focused on collaboration and innovation."

John Williams, Group Managing Director - Maritime Transport said "We have worked with GB Railfreight for a number of years to increase the services that we offer our customers. Rail freight provides a cost effective and environmentally friendly alternative for longer distance container moves, providing a substantial CO₂ saving for the environment. As a company we are ideally placed to serve the needs of our customers by rail and road."

TATA CHOOSE TILBURY

Relationship with TATA Steel continues to go from strength to strength

We are delighted to have strengthened our relationship with TATA Steel, one of Europe's largest steel producers.

"Maritime are a strategic partner for Tata Steel UK handling over 60,000 tonnes of steel per annum through the Tilbury Railport. We are delighted to strengthen our strategic partnership by awarding Maritime Transport the container stuffing contract for our South Wales Packaging Steel Operations" said Matthew Waters, Logistics Manager - Tata Steel Europe. "Looking at Maritime's huge network and success with rail ports, road transport and warehouses we are confident they will be able to support our business and our customers across the world."

Utilising several aspects of the business, the new three year contract is a multi-activity win for us and will see our current

work with TATA increase as we also take on the packing and dispatching of steel coils from our warehouse to all four corners of the world.

"Our original contract with TATA saw us handling steel coils from Port Talbot, Llanwern and Trostre into our Tilbury Railport where trains were discharged and the coils were held in Unit 1" said **Tom Glenn**, Operations Manager - Depots & Terminals. "Having worked closely with TATA for some time now we discovered we could further support their business needs by also handling the onward dispatch for their rest of world exports."

We are optimistic about supporting TATA Steel's future growth and will continue to build upon our excellent relationship with the leading manufacturer.



TRAILERS TOPPED UP

We continue to expand our curtainsider fleet

As business growth continues, particularly for our distribution arm, we are expanding our fleet at a rapid rate.

Earlier this year we placed an order for 100 new curtainsider trailers to help support expected upturn in volume and just six months later we've turned to Lawrence David once again to fulfil another order.

"With growth continuing throughout the year we decided to place an order for a further 40 curtainsiders" said **Dave Boomer**, Managing Director – Distribution. "Being able to support our customers as their volumes increase towards Christmas is important to us and the new trailers have enabled us to do this."

All 40 of our new trailers have now arrived and have been integrated onto our fleet to support our operations throughout the country.

"We've had three different specification trailers arrive" said **Stuart Wardlaw**, Fleet Engineer. "Each of our customers have different, specific needs, so ensuring we can support varied business requirements is fundamental to our future growth."

We have this year increased our curtainsider fleet by 40% and now have over 450 owned curtainsiders throughout the country including 4.5 metre trailers, 4 metre trailers and trailers with tail lifts.

The majority of our iconic blue and white curtains have come from our preferred supplier for distribution trailers, Lawrence David.

"As our relationship with Maritime goes from strength to strength we are delighted to be supporting them as they continue to grow their business at a phenomenal rate" said Andy Dodge, Managing Director – Lawrence David. "Supplying them with several different specification trailers will further support their business offering and we're pleased to have been chosen as their supplier."

For more information on our distribution services speak to Dave Boomer today.

E: d.boomer@maritimetransport.com

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We're delighted with the new cabs and their running costs and the feedback from our drivers has been great too

Stuart Wardlaw, Fleet Engineer



NEW TRUCKS DELIVERED

Our vehicle expansion continues

Not only have we added 340 new trailers to our fleet this year, 140 of these curtainsiders, we have also purchased 95 new vehicles.

Back in March we announced an order for a further 30 tractor units from one of our main suppliers, Volvo Trucks.

"The new 66 plate units arrived in September and have already been integrated onto the fleet across several of our depot locations" said **Stuart Wardlaw**, Fleet Engineer. "We're delighted with the new cabs and their running costs and the feedback from our drivers has been great too."

The new trucks are Volvo FH Globetrotter XL models and were ordered as part of our ongoing fleet renewal.

"As Maritime continue to expand their fleet year on year we're proud to be able supply them with the new units they require" said Arne Knaben, Managing Director – Volvo Group.

"It's great that our Euro-6 vehicles have benefitted Maritime's fleet and we're confident they will continue to do so over the coming years."

On top of the Volvos delivered in September we also accepted the remaining 30 of our 65 trucks from Mercedes Benz.

"Our new Mercedes have been liveried for one of our customers, Allport" said **Simon Smart**, Managing Director – Containers. "We were delighted to be awarded the new contract with Allport and the new Mercedes look fantastic in their livery."

All 95 of this year's new units have been integrated onto our fleet and will be used throughout our network as we continue to grow and offer our drivers fantastic, new and fully-owned vehicles.

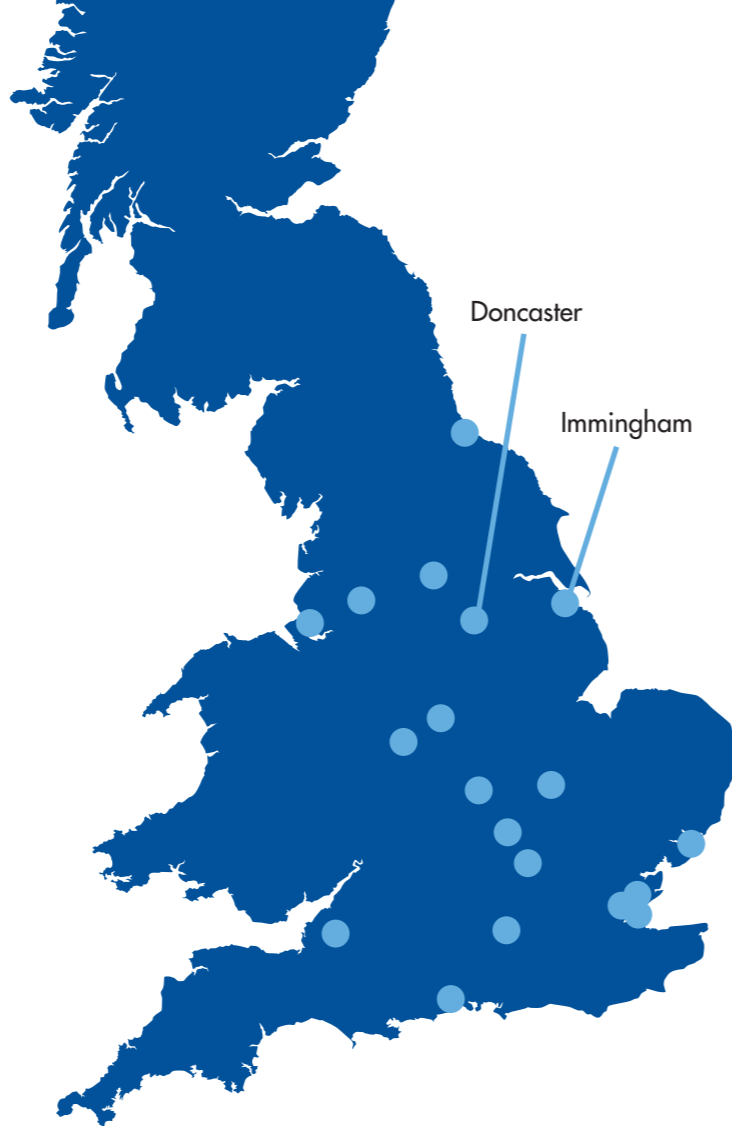
OPERATION EAST COAST

Key strategic locations to support customer needs

With a tonnage level of 59.1 million, Immingham was the UK's busiest port in 2015. Over the last 20 years, Immingham has grown by 26% and with recent investment of tens of millions of pounds, this is set to grow further over the coming years. The port contributes £1.5 billion to the local economy and supports 14,000 jobs in the area.

There is a large potential for growth and having two depots close to the East Coast – Immingham and nearby Doncaster, means we are ideally situated for serving the needs of our customers in the area. Across the two depots we have a fleet of 70 trucks and these sites have the capability to expand as customer demand dictates.

Five of the top 10 largest UK ports are where we have depot locations – Immingham, Teesport, Southampton, Liverpool and Felixstowe. This isn't an accident, we know that ensuring prompt and efficient deliveries to and from ports can have a major impact on your business and that's why we ensure we're in the right place to serve your requirements.



2016 POPPY APPEAL

Renewed support for The Royal British Legion's remembrance appeal

In 2015 one of our chosen charities was The Royal British Legion, a relationship we were keen to continue in 2016.

Over the weekend of 29th and 30th October over 1,000 poppies were fitted to our fleet across the UK to show our support for the remembrance campaign. The fitting of the poppies was a military operation, as they were attached simultaneously across all 27 of our sites across the UK. We called on volunteers from within the business to give up some of their weekend in order to fit the poppies to the front grills of the trucks.

The Royal British Legion is a cause close to our employees' hearts as we employ a number of ex-servicemen and women in roles across the business. They demonstrate the skills that are required to ensure we deliver a high quality service to our customers, including a strong work ethic and the ability to learn



the role quickly in an environment where our employees need to think on their feet.

Mandi Cox, Royal British Legion Community Fundraiser – Suffolk, commented "We are so grateful for the support that Maritime have shown us for a second year. Not only are they fitting poppies to every one of their trucks across the UK, they are also selling poppies in each of their depots and offices. The money raised will go to projects that support both serving and ex-service personnel and their families."

John Williams, Managing Director - Maritime Group said "We are proud to have been able to continue our support of The Royal British Legion and the assistance it provides. I'd like to thank our volunteers who gave up some of their spare time to help show their support for those who have served our country."



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We decided to launch the scheme in an attempt to help tackle the driver shortage

Gary Austin, Transport Manager

THE PROFESSIONAL DRIVER SCHEME: ONE YEAR ON

Recruiting new professionals into our workforce

Launched in October 2015, our Professional Driver Scheme has recruited over 50 new drivers into our workforce, providing new and inexperienced drivers with an opportunity to gain experience whilst out on the road with a reputable company.

"We decided to launch the scheme in an attempt to help tackle the driver shortage" explained **Gary Austin**, Transport Manager. "We're known for our high standards here at Maritime so taking on drivers and training them at the start of their driving career certainly appealed to us."

With the driver shortage a huge focus in both industry and trade papers the scheme was launched in partnership with leading truck manufacturer, Scania (Great Britain) Limited.

"We work with learner HGV drivers and provide them with the support and training they need to pass their test" said Mark Agnew, Driver Development Manager – Scania (Great Britain) Limited. "We're delighted to be supporting learners and are

proud to be able to direct those that have passed onto Maritime and their Professional Driver Scheme."

"Newly qualified drivers can struggle to gain employment despite the need for new talent within the industry" said **Simon Smart**, Managing Director – Containers. "We pair each new employee with a mentor, and a trainer, who help to guide them as they learn all aspects of the business."

The scheme has so far been successful for candidates throughout the country, with many service leavers choosing to enrol.

Aaron Cowan, an ex-service man, joined our team in Felixstowe earlier this year.

"Gaining experience whilst working as part of the team has been great" said Aaron Cowan, Felixstowe Driver. "The driver mentors I've worked with have all had vast amounts of knowledge which has really helped me to learn the ropes."

NEW CONTAINER HANDLER LANDS IN LEEDS

Leeds get a new lifter to help support their operation

We are delighted to have taken delivery of a new Double Empty Container Handler at our depot in Leeds.

The Sany Mastred Empty Container Handler arrived back in October and is the latest in a series of equipment investments made across the business.

"We're delighted to have been able to order a new Container Handler" said **Stuart Wardlaw**, Fleet Engineer. "Our depot in Leeds continues to see success so the new handler will help our operation as we see further growth in the North."

The Sany SDCY100K6G is the first of its kind in the UK and has been supplied by our preferred supplier in lifting equipment, Cooper Specialised Handling.

"Sany's Container Handler has a really great reputation and so we are confident it will be the right option for Maritime and their Leeds operation" said Chris Barnes, General Manager at Cooper Specialised Handling. "As Maritime continue to see fantastic growth from across the business we will endeavour to support them in whatever ways we can."

"We're really pleased with the Sany Container Handler" said **Ryan Rhodes**, Area Manager. "Our container terminal here in Leeds continues to go from strength to strength and the new lifter has already had a brilliant impact on the business now that we are able to lift and move two containers at a time."



For more information on our container handling service, speak to Ryan Rhodes today.
E: r.rhodes@maritimetransport.com

UNIT 1 SUCCESS

Additional warehousing facility now available

It's almost unrecognisable from a year ago. Then it was an empty shell with lots of potential. Fast forward 12 months and it's a different story. There's a wide variety of goods being stored in our 130,000 sq. ft. Tilbury warehouse for customers from steel coils, laboratory equipment to furniture.

The site has a lot in its favour. From its proximity to the highly populated conurbation of London, the ability to receive inbound containers and distribution outbound from the warehouse, we're able to offer customers a real one-stop shop.

Following on from the success at Tilbury, we now also have 15,000 sq.ft. of warehouse space at our Leighton Buzzard depot. The location is well situated for our distribution business due to its proximity to the Southern ports, has good links to London, the M1 and other key roads.



To discuss your warehousing requirements email Tom Glenn for Tilbury or Rob Brennan for Leighton Buzzard.
E: t.glenn@maritimetransport.com
E: r.brennan@maritimetransport.com

HOME TIME

UK wide depot network addressing industry wide problem

A recent study, that surveyed 280 lorry parking sites throughout England, revealed that demand outstripped supply. A total of 13,708 vehicles required overnight parking, whilst there was a supply of just 13,173 spaces. The study also revealed that worryingly 41% of drivers were using unsuitable locations for overnight parking.

Parking in insecure locations can be an issue for drivers, as they are parking in locations such as industrial estates, residential streets and laybys that can pose a security risk to both them and their loads.

So, with truck crime reportedly costing the economy £250m per year, what can be done to address this problem?

Nationwide depot network

With 27 depots across the UK and easy access to the major ports and main arterial roads and motorways we are ideally placed to serve our customers as well as offering our staff, particularly our drivers', safe and secure facilities.

The majority of our sites have secure overnight parking with access by employee access card only. Some of our newer and refurbished depots also offer drivers excellent catering and washroom facilities, allowing them to feel fully refreshed before they go back out on the road.

Secure parking locations

We know that it's not always possible for our drivers to get to one of our depots when they need to stop work for the day. So we've compiled a list of nearly 200 sites across the UK, that ensure our drivers can stop at a site that offers secure overnight parking and facilities. The list, which is updated regularly, gives



our drivers information on how much they are charged, what methods of payment are accepted and even the location coordinates.

These measures are helping us to take trucks off the road overnight and ensure both our drivers, and customers goods, are secure. By having a network of depots across the country, we are also investing in the communities in which we operate and offering a secure work environment for our employees.



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E: plc@maritimetransport.com

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RECRUITING THE NEXT GENERATION

Maritime looks to the future

One of the biggest issues within the transport and logistics industry is the ageing population of its employees, especially amongst truck drivers. Research by the Freight Trade Association (FTA) shows that just 8% of employees are under the age of 30. At Maritime we're looking to the future and working hard to recruit the next generation.

We've developed relationships with local schools and colleges within some of our communities and attend career days to showcase what the transport industry is about and how they can get involved. We've also recruited employees at the start

8% of employees within the transport and logistics sector are under 30

of their career to a number of roles across the company. Here we talk to a few about their reasons for joining the transport industry and Maritime in particular.



TOM WATTS, CUSTOMER SUPPORT UNIT OPERATIVE TRAINEE, ALCONBURY

22 year old Tom is no stranger to Maritime. He's just finished his university degree and during his studies worked with us in our Customer Service and Fleet teams for a year.

Now he's completed his course, Tom's based at our Alconbury Depot learning the operating side of the business along with depot administration duties.

"Being from Felixstowe has meant that it was almost a certainty I would be in the sector – the town is a port with some houses attached! My father is in the industry and that has been a driver for me. With Maritime being a market leader and possessing a strong reputation, joining the company seemed like the logical choice.

One of the things I really like about the company is that they appreciate someone who shows desire and is focused

on their career and their development. That's one of the reasons I was keen to work for the company after I finished my studies."

Tom is also receiving additional skills training, in November he'll be attending a fire marshal course and in early 2017, a first aid course.

“With Maritime being a market leader and possessing a strong reputation, joining the company seemed like the logical choice.



BRADLEY HUNT - TRAINEE TRAFFIC OPERATOR, BIFT

Bradley came to the attention of Maritime when, at the age of just 16, he presented to 400 people in March of this year at the Freight Transport Association's Skills Summit – Attract, Recruit & Retain conference in Coventry.

The FTA's Head of Automotive, Technician and Workshop Development Lawrie Alford was impressed with his industry knowledge. "He knew the fundamentals of Operator Licencing and showed a passion for commercial vehicles that I have rarely seen in nearly 40 years. He seemed to eat and breathe transport and logistics."

So impressed by Bradley's passion, he was offered a job at Maritime once he'd completed his GCSE's. He joined us at the start of July and is currently working as a Trainee Traffic Operator in our BIFT office.

Bradley was also sponsored by the FTA to study for his Transport Manager CPC. He recently passed all his exams

“He's only been with us a short time but he's already starting to show that he'll be a real asset to us and the industry."

Mike Alcock, Area Manager

and is now the youngest Transport Manager in the country. Bradley tells us where his interest in the transport industry comes from "My dad was a Corporal in the Royal Transport Corps so that's where my fascination started. He was always talking about what he would get up to at work and I liked the sound of that."

"I really like the atmosphere at Maritime, the fact that John knows everyone by name and that you're really appreciated. The company is very successful and there's been a lot of growth, it's clear to see the company is going places and I want to be a part of that."

Bradley's very ambitious and knows what he wants to achieve from his career. "I'd like to be the youngest driver in the country with a Class 1 and 2 licence and also become a Chartered Member of the Institute of Logistics and Transport. In 10 or 15 years' time I'd like to be a Transport Manager and I'd like to reach director level before I retire."

Mike Alcock - Area Manager, Maritime said "We were really impressed with Bradley's enthusiasm for the industry. He's only been with us a short time but he's already starting to show that he'll be a real asset to us and the industry."

His enthusiasm is evident as even in Bradley's spare time he enjoys learning about the transport industry and the mechanics of how trucks work.

Bradley attended the recent Skills Show at the Birmingham NEC on the FTA's stand to talk to school and college students about the transport industry. The show is a one-stop-shop for careers inspiration, bringing jobs and skills to life in a highly interactive environment. It also gives attendees the ability to explore hundreds of apprenticeship, training and education options.



TOM DALTON, TRAINEE TRAFFIC OPERATOR, FELIXSTOWE

Having had an interest in transport since the age of 10, 18 year old Tom is now fulfilling his dream of working in the transport industry.

During his time at college, Tom undertook an extended project qualification covering the competitiveness between the Port of Felixstowe and DP World London Gateway along with a case study on Maritime.

He's kept in touch, doing two months unpaid work during the school holidays and now has a full time role with us. He joined us in July and is working as a trainee traffic operator working specifically for one of our customers.

He's also just completed his Transport Manager CPC and is awaiting results and along with Bradley if he passes, we'll have two of the youngest transport managers in the country.

Tom tell us why Maritime. "It's a company that's growing, and during my time here, it's clear to see how appreciated the staff are by senior management. It also helps working in a motivated team, and in what can be a stressful environment it's great to have such a great relationship with each other."

He's also very focused and knows what he wants from his career.

"I'd like to progress up the career ladder to manager or director level in a few years. In the short term, I'd like to move to a role where I can understand how trucks are run

and start to run them myself, which is what I've wanted to do since I was 10. With the knowledge I've accumulated over the years and hopefully with my CPC, I'm confident I can achieve this."

“It's a company that's growing, and during my time here, it's clear to see how appreciated the staff are by senior management.

We recognise the importance of our staff and the role they play in delivering the best possible service to our customers. We provide a number of initiatives including high quality equipment, excellent facilities and benefit packages to ensure we recruit and retain the best. Investing in our staff will ensure we provide the next generation of dedicated employees, that benefits both you, our customers and Maritime as a company. With these and other measures in place, the future looks bright.

THINK OUTSIDE THE BOX

WE DO

**WE'RE A TRANSPORT COMPANY MAKING OUR
MARK IN RAIL. WE'RE HERE TO INNOVATE,
COLLABORATE AND GROW WITH YOU.**



With road congestion, driver shortages and pollution all on the agenda we see rail, and our ability to offer a complete solution, as a natural area of progression for Maritime Transport.

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