

MARITIME GROUP LIMITED

GROUP STRATEGIC REPORT (CONTINUED) FOR THE YEAR ENDED 27 DECEMBER 2020

Section 172 Statement

The Director sets out his section 172 (1) statement in accordance with the Companies Act 2006 in relation to stakeholder engagement for the year ending 27 December 2020.

The Board recognises the importance of engaging with all staff, customers and suppliers across the business and the impact that this can have on the long term future success of the Group for the benefit of all stakeholders.

Engagement with stakeholders

The Director considers the shareholders, employees, customers, suppliers and local communities to be its core stakeholder groups. The promotion of high standards of business conduct remain at the heart of the Group's culture.

Employees

The Director engages with employees at all levels and believes they are the best asset to the business. Employees are rewarded generously and full consideration is given to the working environment offered. Professional driver training alongside top of the range trucks, excellent facilities and pre-paid tolls, parking and fuel are all designed to improve our drivers' working experience. Apprenticeships and programmes such as the Careers Transition Partnership for ex-services personnel provide opportunities to train and progress throughout our organisation. Employees are kept up to date through a variety of channels including the in-house company news update "Breaktime".

Customers

The Director engages with existing and new customers to develop long term relationships at all levels. Understanding the customers' needs is an important factor. Complete supply chain coverage and dedication to customer service ensure peace of mind for customers looking for solutions to complex logistical issues

Suppliers

The Director ensures that the company engages with its suppliers. The business relies heavily on key suppliers and it is an important measure to understand their needs and treat them in a proper way. This relationship is at all levels throughout the business in operations and central services. Consideration of the needs of a supplier is taken into account when adhering to fair and reasonable payment terms which are often quicker than our customers pay us.

Community and Environment

The Board recognise that the company has an important role to play in the local community and the environment and measures are taken to reduce any impact the business has. One example is the purchase of latest technology vehicles reducing noise around our network. Ongoing improvements are made towards operating in a paperless environment and energy efficient lighting is installed where appropriate. The director has sponsored involvement in many local community projects such as Litter-Free Felixstowe, as well as wider national projects such as the campaign to reduce roadside parking.

Emissions from the use of HGV's has an impact on the environment and the Director has a policy of purchasing the latest Euro emission technology available. Training is provided to our drivers on how to achieve the best fuel performance from the trucks to lower the level of emission. The use of rail services is also a conscious strategy to take vehicles off the road and generate lower carbon emissions.