

Miniclipper Logistics Environmental, Social and Governance Report

Q2 2024





Introduction

“Miniclipper Logistics has been part of the Central Bedfordshire area for over 53 years, founded by my father, Mick Masters back in 1971.

Operating initially out of Leighton Buzzard, the growth of the business has seen us expand further afield into Dunstable and Houghton Regis, and more recently Burton-Upon-Trent in East Staffordshire.

We understand that as a logistics business, our industry has a responsibility to minimise our environmental impact locally, nationally, and globally. We recognise that we have a responsibility towards sustainable operating, the wellbeing of our employees and stakeholders, and to conduct business ethically and with integrity. As a business, we put these values at the heart of all our decision making. It is important to us at Miniclipper Logistics and all our stakeholders that we continually explore and trial new initiatives that show our commitment to continuous improvement, and that we are transparent, honest and accurate with our reporting. We are delighted to present our ‘Environmental, Social and Governance’ report which draws together our collective work throughout Miniclipper Logistics to achieve our goals”.



Peter Masters
Managing Director



OUR MISSION: Architecting exceptional and unique 3PL solutions for our customers, empowering our employees, using innovative technology, and supporting our communities

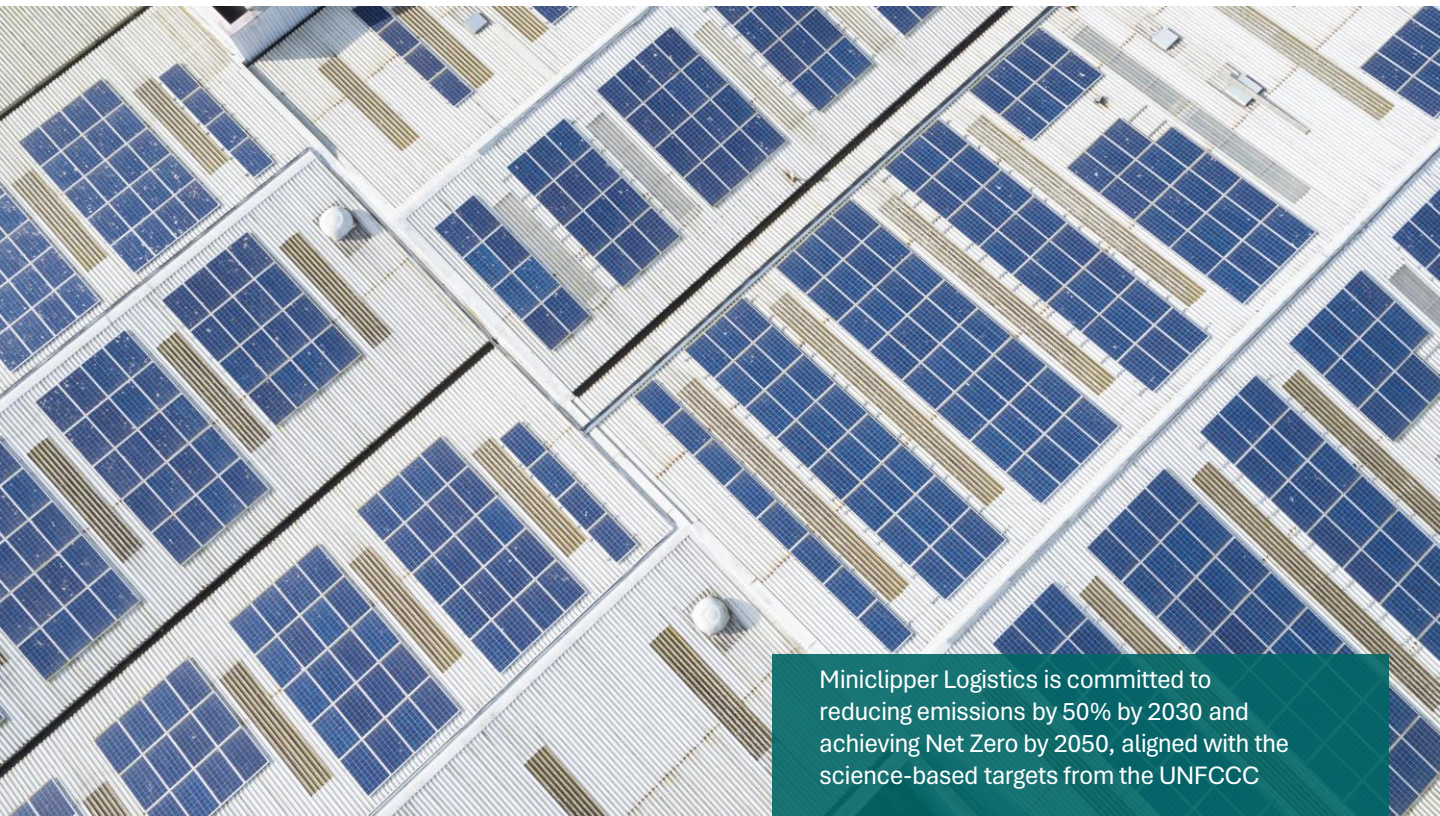
- **To provide our customers with an exceptional service, delivered with integrity as part of our quality focused culture**
- **Through our teamwork, collaboration, inclusivity and open communication we support and respect our colleagues, valuing each other's contribution to our growth and success**
- **To guide, counsel and develop our customers and employees through our knowledge, expertise and appetite to create long-term partnerships and opportunities**
- **To diversify, adapt and differentiate our services and technology to create tailored, cutting-edge solutions for our customers**
- **To be entrepreneurial and a catalyst for change in an evolving industry ensuring that sustainability, corporate social responsibility, and health and safety are at the forefront of our operation and decision making**
- **To embrace YOU, our customers, employees, suppliers and friends as part of the Miniclipper Logistics family. Together, we can make a difference...**

Section 1

Environmental

As a transport and storage business, we recognise our duty to ensure excellent environmental practices are incorporated into all our business operations by planning and developing policies, setting targets and monitoring results through regular audits





Miniclipper Logistics is committed to reducing emissions by 50% by 2030 and achieving Net Zero by 2050, aligned with the science-based targets from the UNFCCC

Governance

An Environmental and Sustainability meeting is held bi-monthly and includes our MD and four Board members to continue championing our commitment to the environment and sustainability.

We are currently working with a leading energy expert provider, Trident Utilities (www.tridentutilities.co.uk) to create effective processes, dashboards, improvement plans and targets to reach our Future Net Zero (FNZ) Scope 1, 2 and 3 and PAS 2060 target. This includes assisting us in evaluating alternative options to lower our Carbon Footprint.

Reducing energy usage

- ➔ Our electricity emissions have reduced by 65 tCO₂e in 2023 compared to 2019, a reduction of 37%, due to solar generation and LED lighting upgrades across all sites
- ➔ We have increased solar generation from 63MWh in 2019 to 345MWh in 2023, which accounted for 76% of electricity consumption in 2023. This saved the equivalent of 71tCO₂e in 2023 alone
- ➔ Grey fleet emissions in the 2023 reporting period were 2tCO₂e. This has reduced by 18.4 tCO₂e compared to 2019. We now try to hold meetings via Teams or online platforms where applicable to minimize unnecessary business travel

Reducing waste and using more environmentally friendly materials

- We are using organic cleaning material, minimising packaging (i.e., cutting packaging to size) and encouraging the reuse and recycling of materials within all sectors of the business (where applicable)
- We use a systemic waste minimisation programme to achieve targets to reduce waste and increase recycling, (all sites have a Zero to Waste Landfill target). We work with Cawleys Waste Management to recycle cardboard and plastic and operate the 'Infinity Recycling' programme in our offices
- We are also looking at water saving tap solutions which could save up to 70% water usage and have already reduced tap flow at all sites
- We have sourced and installed a sustainable, cost-efficient warehousing solution, the Forest Stewardship Council approved 'Pallite' warehousing solution for small and large pick bin optimisation for a high-volume e-commerce customer
- The next project is to look at recycling the wood from damaged and old pallets to refurbish them into new pallets or sending them to a commercial wood chipping facility for reuse in areas such as large-scale landscaping projects



Increasing local multi-drop deliveries

We have introduced an initiative to increase the density of drops in each post code area we work in. The aim is to reduce fuel use, improve environmental performance of trucks and reduce mileage. Keeping our own trucks closer to home increases utilisation of both our drivers and trucks. We have also entered a collaboration with an international blue-chip business supporting them with local deliveries to further add weight to our local multi drop delivery strategy. It forms an integral part of their strategy to reduce the volume of smaller local deliveries so it can concentrate on its national trunking operation. This collaboration has been successful. We share the same goals in respect of our environmental reduction and will continue to grow together.



Microlise Fleet Telematics

Miniclipper Logistics' trucks are fitted with Microlise Fleet Telematics to monitor driving styles, efficiency, MPG and fuel economy which triggers training when required. We have a driver bonus reward system to encourage drivers to meet the set criteria of fuel-efficient driving by looking at driving styles which impact the environment as well as other road users. The data is discussed with drivers monthly to further improve their driving style.

LST trailers

Our DfT trials of extra length double deck trailers has been completed and we continue to operate the trailers which carry 10 more pallets per trunk, increasing capacity on each journey by 20% per trailer. This saves one full trailer load per night trunking to our Midlands hub, saving approximately 40,000 miles per year. We now have four LST rear steer double deck trailers manufactured by Lawrence David.

24-hour Distribution Centre relocation

The relocation of the Distribution Centre from Leighton Buzzard to an industrial site in Dunstable means our DC can work longer hours including nights and weekends if required. The residents local to our site in Leighton Buzzard now have reduced commercial traffic, noise and air pollution in their local environment.



We are committed to continuous improvement to minimise the impact of our business on the environment...

Our fleet has increased significantly in the last 12 months as the business and volume has grown, this in turn has increased total fleet emissions in 2023. Our focus is to explore different vehicles, fuel sources, routing software and improve driving styles through training in our ambition to achieve our Future Net Zero (FNZ) Scope 1, 2 and 3 and PAS 2060 target.

- ➔ Rewarding drivers who drive to the target standards with bonuses, resulting in improved MPG and vehicle damage reduction

- ➔ Rolling fleet replacement programmes enable us to upgrade vehicles as more sustainable options come to the market

- ➔ Reducing emissions through our bespoke fleet maintenance programme, regularly servicing vehicles to monitor their efficiency and minimise GHG emissions

- ➔ Route optimization through routing software Paragon to reduce diesel consumption

- ➔ All company cars are 100% electric / hybrid. With electric charging points at our Head Office and Burton-Upon-Trent sites

We have purchased new DAF XD and DAF XF units. The New Generation DAF XD sets the new efficiency benchmark in the distribution and vocational sectors. Its outstanding performance – resulting in the lowest emissions – is the result of a highly aerodynamic design and the ultra-modern PACCAR MX-11 and PACCAR PX-7 drivelines.

These units produce extremely low air drag by guiding wind around, through and under the vehicle. This boosts fuel efficiency and reduces emissions. The DAF XF 450 has been awarded the Green Truck 2023.

Evaluating alternative fuel sources

The transport fleet currently runs on diesel, but as part of our sustainability ambitions, we are actively reviewing alternative fuel sources to power our fleet. We have recently trialed a Renault 18 tonne E-Tech fully electric curtainsider and are also engaging with several manufacturers to review the opportunity to use hydrogen in our fleet.

Section 2

Social

Our relationships and the wellbeing of our employees, customers, suppliers and community are at the heart of our business ethos



Customer centric

Developing and nurturing long-term partnerships with our customers is at the forefront of our business. We are focused on delivering an exceptional customer experience:

- Mutually agreed SLAs & KPI targets
- QBRs
- Tailored solutions
- Honest and transparent communication
- Data protection policies

New cutting-edge HR software

In 2023, we introduced a new HR software, HEALTHBOX HR to give employees more transparency on their individual documentation

We are an equal opportunities employer and actively support Human Rights and all Equality legislation. Our ethos is to respect and value people's differences, to help everyone achieve more at work as well as in their personal lives so that they feel proud of the part they play in our success.

We believe that all decisions about people at work should be based on the individual's abilities, skills, performance and behaviour and our business requirements.

Policies

Our policies ensure that our employees understand our expectations and the rights and protections to which they are entitled. Our policies demonstrate that we have considered compliance and implemented associated measures, providing assurance to both staff and the wider public. Our policies include, but are not limited to:

- Drug and alcohol
- Employee wellbeing
- Data Protection
- Modern slavery
- Smoking / vaping

GDPR Privacy Notice

Our GDPR policy protects individuals' rights and freedom, particularly their right to projection of their personal data. Our GDPR Privacy notice is available to view at our website: www.miniclipper.co.uk/gdpr-privacy-notice/

Diversity

Miniclipper Logistics respect all religious faiths, beliefs, and practices equally as they are represented in the workplace. Everyone has the right, within the law, to religious freedom and to the peaceful practice and expression of their religious faith, including the beliefs, values and practices involved in them. It is the expectation and requirement that religious groups and adherents of all faiths within the Company should give full respect to the religious faith, beliefs, values, and practices of others, and for those who subscribe to no faith.

We try to accommodate where facilities are requested for religious practice (with appropriate additional facilities, such as washing facilities nearby).

Fair pay for employees

Miniclipper Logistics endeavours to increase staff salaries across the board annually from 1st January. One of the reference sources which is used as part of our wage increase strategy is the report from the Living Wage Commission. Whilst we are not a subscriber to the Resolution Foundation or The Living Wage Commission, we use their recommendations to aid us in our strategy for evaluating and managing staff salary increases.

Driver recruitment, retention and training

Driver recruitment has proven to be a challenge for the entire UK transport industry over the past few years. In 2022 we launched our own local marketing campaign to attract new talent to our industry through advertising and social media.

‘Warehouse to Wheels’ was launched to future proof Miniclipper Logistics’ driver talent by offering warehouse staff the chance to upskill and get behind the wheel of a truck. With two employees now qualified as Class 2 drivers, they are now being put through ADR training to enable them to transport hazardous goods with the opportunity to upgrade their current Class 2 licences to Class 1. The next cohort is now working towards this qualification. Due to the positive impact this has had, we are now also implementing an in-house Manual Handling Equipment (MHE) training course.

Miniclipper Logistics Driving Academy

We have recruited an in-house Driver Trainer and obtained RTITB (Road Transport Industry Training Board) membership to deliver DCPC accredited training. Our trainer is an NRI-registered LGV instructor with a transport manager CPC qualification and our courses are rolled out externally as well as internally. Following industry feedback, we overhauled our driver induction programme to incorporate techniques such as slow speed manoeuvres to help reduce incidents and damage costs.

Company training

Apprenticeships/Development

We engage with local colleges and schools to actively encourage apprentices in warehousing, customer services, business management, team leaders, operatives, and HGV apprenticeships.

Employees can also request to be mentored by one of our leadership team or an external professional.

All FLT operatives receive externally certified, and documented training before being given access to Manual Handling Equipment. Internal assessments are carried out on a regular basis, and refresher training is scheduled in accordance with our insurance guidelines.

Recruitment

All vacancies are circulated internally before being advertised externally to ensure all employees have the opportunity to apply for roles for internal progression...

Qualifications

Three managers have successfully completed their Certificate of Professional Competence qualifications in the past 12 months. Several employees are also completing their ILM qualifications ...

- ➔ We have given drivers three extra days holiday and a further extra three days for those who have been with the business for more than 5 years

- ➔ Class 1 & 2 HGV drivers have received wage increases to retain and attract new employees

- ➔ All drivers (after passing probation) are automatically ADR trained which means all our drivers are qualified to undertake the delivery of hazardous goods. Our Hazchem assessment which occurs every 3-5 years was passed with flying colours with no advisories

- ➔ A driver video has been produced extolling the virtues of driving as a career, and with Miniclipper Logistics as an employer.

[See video clip](#) ➔



iHasco online training

For staff training we utilise the iHASCO online training platform. With an extensive library of over 150 high-quality eLearning courses available in 35+ languages, workplace Health & Safety, HR or Compliance training is monitored via a Learning Management System to ensure that staff are all up to date with their assigned training.





Our Employee Values

Following the feedback from our annual Employment Engagement Survey, we have identified a set of 5 key values, that represent our business...

- dedication
- teamwork
- integrity
- respect
- customer-focused

Our employee benefits

Cycle to work: An initiative whereby the employer buys a bike for the employee for them to ride to work and then the employee ‘hires’ it through salary sacrifice (creating savings by not paying tax and National Insurance contributions on the monthly fee).



Auto-enrolment pension scheme: Through Scottish Widows, Miniclipper contributes up to 4%. There is a choice of the traditional method (deduction from gross earnings before Income Tax is calculated) or salary exchange method (deduction from gross earnings before Income Tax and NI is calculated) which is often a more cost-effective way of saving for retirement.

Company Group Life Assistance arrangements: Life cover to a legal spouse or civil partner in the event of death at three times basic salary

Sales leads rewards : Employees are rewarded for providing our Business Development Team with a sales lead with a further reward if they become a customer

Employee referral rewards : Employees receive a referral bonus for recommending someone to work at the business upon successful completion of a 3-month probationary period





Our employee benefits

Employee of the Month: A personal letter and shopping voucher is presented to the winning employee every month. This is circulated within the business and on social media to maximise recognition.

Christmas: As well as putting on a Christmas party for all employees and a plus one, we give every employee a monetary voucher to put toward their Christmas shopping to say thank you for all of their hard work.

Long service: We have many employees who have been with Miniclipper for a number of years. We recognise this loyalty and commitment at specified milestones.

Company events: In 2023, we hosted our very first ‘Family and Friends Miniclipper ‘mini festival’. Over 300 attendees enjoyed a selection of food options, drinks, a football tournament, inflatable and soft play for children, garden games, face painting and balloon modelling. The event was such a success, we will be organising on an annual basis, with the next event taking place this June.

Medicash: Provides all employees with a healthcare plan where they can access GP and consultancy services, virtual healthcare tools, exclusive gym memberships and shopping discounts.

As part of the Medicash health plan, employees have instant access to expert information and advice on a wide range of issues through a 24-hour telephone advice service also online support with additional information and self-help guides. Some of the areas that the experts support with are:

- Family Care
- Debt Concerns
- Bereavement
- Money Management
- Stress
- Work/Life Balance
- Redundancy
- Career Guidance
- Relationships
- Health and Wellbeing



Charitable support

Our family business values are focused on supporting our local community and charities. We are active supporters / sponsors of:

- Leighton Town Football Club
- Leighton Buzzard Rugby Football Club
- MK Lightning Ice Hockey Team
- Transaid
- Shine
- Alzheimer's Research UK



In support of
ALZHEIMER'S RESEARCH UK FOR A CURE



The Alzheimer's Charity Ball – October 2023

Alzheimer's Disease an illness very close to Miniclipper's heart having lost our founder, Mick Masters to Alzheimer's in 2022. Last October, Miniclipper and Mick's family joined forces to organise a charity event to raise vital funds for Alzheimer's Research UK. The charity ball was held at the beautiful location of Plum Park Manor near Towcester with guests travelling from as far as Malaysia and Scotland. As well as friends and family, Miniclipper Logistics was also delighted to welcome customers, suppliers, network partners and industry bodies to support the event. We are absolutely delighted to have raised **£11,000...**



2023 The award-winning year

2023 was a remarkable year for Miniclipper winning a total of 7 prestigious industry awards. These accolades recognised the entirety of Miniclipper's operations including our approach to Corporate Social Responsibility, warehouse infrastructure, leadership, family business ethos and our transport operation...

Submissions require evidence to support our written commentary which includes excellent KPIs, environmental statistics, customer and employee testimonials and financial performance records.

Winners

- Palletline – CSR Champion 2023
- UKWA Infrastructure Winner
- UKWA Chairman's Award Winner (Jayne and Peter Masters)
- SME Bedfordshire's Gold Award for Family Business
- SME Bedfordshire's Silver Award for Business 50+ employees
- Motor Transport's Business Excellence Award Winners



Finalists

- CILT Freight Transport category
- Logistics UK's Road Freight Operator of the Year

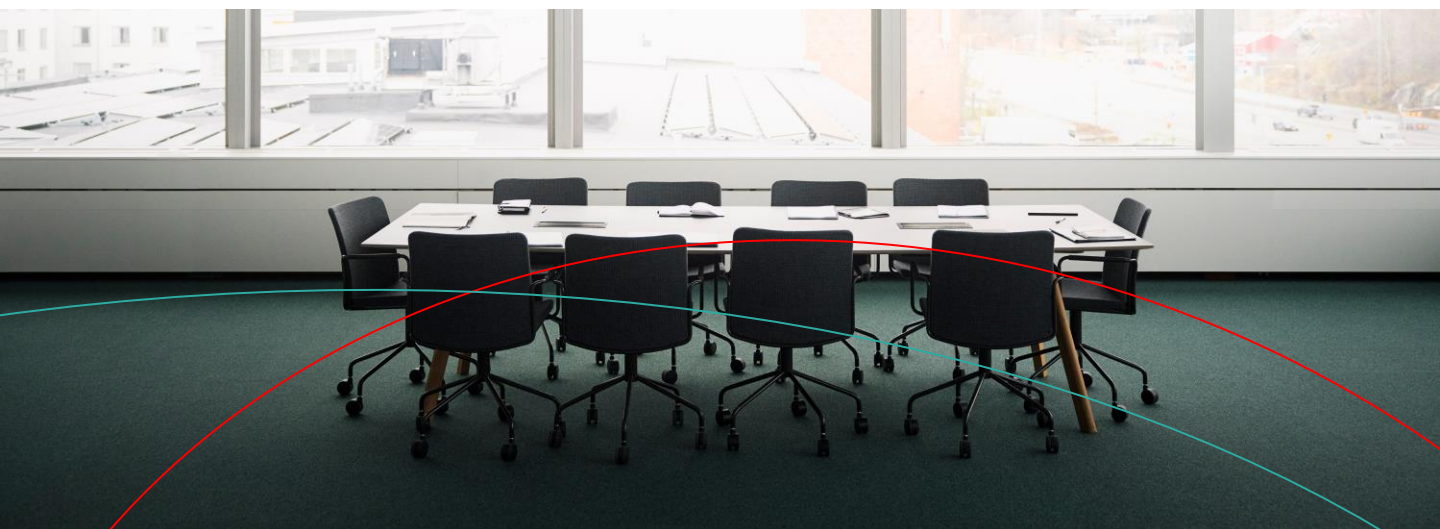


Section 3

Governance

We accurately and transparently report our financial performance, business strategy and operational objectives to our stakeholders





Mini Clipper Limited's registered number at Companies House is 02112488. Companies House is responsible for incorporating limited companies and thereon after registering company information to make it available for public view. The annual report and financial statements submitted for the previous financial year are available to view in the public domain.

Our Strategic Report & Directors Report is a balanced and comprehensive review of the performance and development of the business during the financial year and its position at year end. The review is consistent with the size and nature of the organisation and is written in the context of any business risks and uncertainties. This outlines the significant investment plans in place to meet customer needs and details financial key performance indicators.

The Directors are responsible for preparing the Strategic and Directors' Report and the financial statements in accordance with applicable law and regulations. Under company law the Directors must approve financial statements only if they are satisfied that they give a true and fair view of the state of affairs of the Company and profit or loss of the Company for that period.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the Company and taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report is approved by the Board and signed by the Managing Director on its behalf. Miniclipper Logistics has appointed the independent auditor (MHA MacIntyre Hudson) in accordance with section 485 of the Companies Act.

Customers (existing and prospects), suppliers and employees are informed via company announcements, news (external articles and website news), newsletters, social media and business presentations of company performance, strategy and operational updates. We provide an honest evaluation of our environmental impact, sustainability commitments and company policies and processes to any prospective or existing clients that may require this information.

Financial performance and KPI performance are discussed, analysed and corrective action agreed at monthly reviews in the form of 'Board Meetings' and annual 'Strategy Meetings'. A Director is allocated accountability for specific functions, which covers the entirety of the business operation and administration.

An independent Chairman has been appointed to facilitate these meetings to ensure that decisions are balanced, unprejudiced, realistic and achievable.



Undertaking business ethically

We act with integrity, competence, diligence and respect in all our business practices. We ensure that we:

- **Obey the law**
- **Do not negatively impact our customers**
- **Do not negatively impact our employees**
- **Respect our suppliers**
- **Minimise our carbon footprint and environmental impact**
- **Support the local community**

Examples include:

We have introduced a highly experienced in-house CIPD Level 7 accredited HR Manager to manage our HR function

A robust, stringent and fair approach to vetting suppliers and subcontractors

Utilising certified accounting management software for payroll processing, accounts payable and receivable, billing, cash management, general ledger, order management and purchasing with full audit trails

We have a zero-tolerance approach to slavery and human trafficking

PAYE operated payroll for all company employed personnel. Temporary and agency staff are recruited through approved recruitment providers

We have a zero-tolerance approach to bribery, providing training and clear policy guidelines for employees. We require that all approved suppliers take no part in any sort of bribery

Being open about executive pay

Directors' remuneration is the process by which the Directors of a company are compensated, either through fees, salary, or the use of the company's property, with approval from the shareholders and Board of Directors. Full disclosure of Directors' remuneration is available to view in the annual statutory accounts.

Health and Safety

Miniclipper Logistics has a dedicated team focusing exclusively on Health and Safety, Compliance and Business Process and meet monthly at alternating sites. We use several software packages such as RiskEx-AssessNET, IHASCO training suite and GoAudits which create processes and measures to identify how we are achieving against our targets and processes.

Miniclipper is ISO 45001: Occupational Health and Safety (OHS) Management accredited.

Our 2023 audits were passed with no non-conformances across all our ISO standards which include:

- ◆ [ISO 9001 Quality management](#) which drives our desire for continuous improvement
- ◆ [ISO 14001 Environmental management](#) throughout our business
- ◆ [ISO 45001 Health and Safety management](#) and excellence across our business

This is a multi-site accreditation for Road haulage and Warehouse Services. Valid until 09th May 2024 when the external ISO surveillance audit will take place.

Supply chain partners

We became founding members of the distribution networks Pallex in 1996 and The Hazchem Network in 2004. In 2012 we moved to Palletline*

Palletline (pallet network)



- Palletline (launched in 1992) is the UK's first premium palletised freight distribution company (96 depots / over 6000 vehicles) and operates across the UK and 29 countries in Europe with over 12,330 people employed across the network
- Palletline uses a 'hub and spoke' distribution method. This means that members input freight into their local regional depot, reducing the distance travelled by 4.5 million miles when compared to a single hub model (7.5 tonnes of CO2 eliminated over a 12-month period)
- 100% member owned / shareholder model meaning that members can have a say in the running and development of the network. In addition, Peter Masters is on the board
- ISO9001: Quality Management / ISO14001: Environmental Management / ISO45001: Occupational Health and Safety Management / ISO50001: Energy Management accredited
- RoSPA Gold Award Winner in 2021 and Commended Award in 2022
- Recycling of WEEE (Waste Electric & Electric Equipment), builders waste and confidential paper shredding
- Hybrid forklift trucks utilise hydrostatic drives to improve surface grip and reduce gas usage
- Smart heating and LED lighting controlled by infrared sensors at all hubs delivering a reduction of energy usage by almost 20%

* Leaving Pallex

The Hazchem Network (pallet network)

THE HAZCHEM NETWORK

- The UK's only ADR pallet network – founded in 2004 to manage the safe and legal distribution of packaged dangerous goods in mainland UK. There are 70 depots using a Hub and Spoke distribution method
- Members are all 100% ADR compliant and are among the leading transport companies in their regions. They prioritise safety, security and the environment in everything that they do and are audited annually
- Every member has access to the services of a Dangerous Goods Safety Advisor (DGSA) for ongoing advice and legal compliance updates. We have a duty to ensure the carrier is ADR trained, certified and carrying photo ID of their ADR licence to carry limited quantity LQ goods
- Hazchem awareness training is offered to all members, including office, warehouse and operational teams

HERS (Hazchem Emergency Response Service):

- A service exclusive to The Hazchem Network members and their customers which is a collaboration between The Hazchem Network, NCEC, Ambipar Response Ltd and OAMPS Hazardous Industries
- Rapid specialist response to incidents offering a 24-hour chemist back-up and specialist vehicles, telephone support service and a disaster recover plan
- Members are covered by HERS for ALL their transport and warehousing activities throughout the lifecycle of collection and delivery, even if the consignments are not being shipped through The Hazchem Network
- The Hazchem Network – Hubs and Members – are fully committed to a continuous improvement programme to move forward together to achieve the safest and most efficient ADR distribution service for every consignor of hazardous packaged goods

Road Haulage Association (trade organisation)



Established in 1945, the RHA is the UK's only trade body dedicated solely to the operators of commercial vehicles – trucks, coaches and vans.

The Road Haulage Association has 8,500 members, ranging from owner operators to those with fleets of over 1000 vehicles. Between them, they account for well over 100k of commercial vehicles currently operating on UK roads.

RHA Conditions of Carriage are regarded as the industry standard and protect members by limiting their liability under common law.

Their Environmental aims include:

- **Champion the move towards net zero vehicles and technology**
- **Help members make the journey towards Net Zero Reduce carbon footprint**

The technical team are in constant dialogue with members to ensure that they are running compliant vehicles, and their in-house trainers deliver comprehensive, accredited courses at training facilities in Peterborough and Bathgate.

They campaign on behalf of members on a range of subjects from speed limits to roadside facilities, clean air zones to issues surrounding cross border traffic – sea or land. The policy team work closely with the Government and their agencies in London, Edinburgh, Cardiff and Belfast as well as local authorities across the UK. Members' voices are heard on national issues as well as local roads policy



Fleet Operator Recognition Scheme (accreditation)



FORS is a voluntary accreditation program designed to improve standards in the road transport industry. FORS assesses and recognises fleet performance in key areas: environmental impact, safety and operational efficiency. The program provides a framework and sets benchmarks to help operators enhance their performance in these areas.

FORS offers progressive levels (Bronze, Silver, and Gold) for continuous improvement and recognition. Miniclipper have BRONZE accreditation which confirms that we employ good practice and comply with the requirements laid out by the FORS Standard. This includes demonstrating dedication to driver and vehicle safety, combined with improving operating practices through effective monitoring of fuel and tyre usage.

Logistics UK (trade organisation)

LOGISTICS UK

Logistics UK members operate more than half of the UK's HGV fleet. As well as representing members' views in lobbying work with policy makers, Logistics UK provides compliance training, advice and certification.

Their road-based compliance advice ensure hauliers are adhering to rules and regulations. Members can access a range of detailed information, guidance and support to apply to road transport operations

The logistics industry recognises the impact it can have on the environment and wishes to play a positive role in helping address this. Through good practice, innovation and investment into new technologies, action is being taken across the sector.

Logistics UK will continue its engagement with the government and stakeholders on both the opportunities and barriers to achieving a more sustainable logistics industry.

Logistics UK has launched the Route to Net Zero campaign to help the logistics industry come together to achieve Net Zero as quickly as possible, and to identify what logistics needs to succeed in this ambition.

Transport Association (trade organisation)



The Transport Association consists of around 60 haulage companies, providing a nationwide network of 5,700 vehicles and 175 sites. Member companies offer professional transport, storage and distribution services to retailers and manufacturers in the UK, and increasingly Europe.

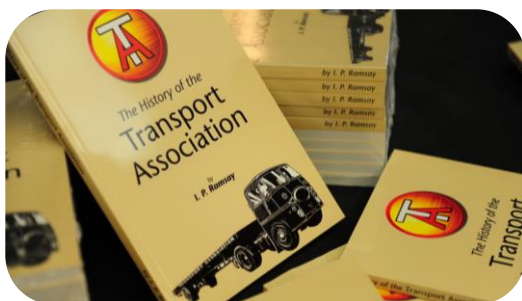
The Transport Association started out as “Transport Arrangement” in 1946 but soon afterwards, faced with the nationalisation of the haulage industry, the original 39 members formed Transport Association Realisation Limited.

Following denationalisation of the industry in 1954, the Transport Association, as it is known today, was formed in 1955 and is mainly made up of family owned hauliers.

The overriding principle of the Association as a self-help group is to combine practical benefits with friendly contact and fellowship. The Association holds regular meetings and Conferences.

Today, the ethos of the Association remains unchanged, and it meets the needs of its members through effective communication tools such as the website.

The Association is not affiliated to any political group or body but gives its members access to a network of people faced with similar challenges within the industry which provides them with a valuable source of information at a practical level.



Chemical Business Association (trade organisation)



The Chemical Business Association (CBA) is the leading organisation representing the complete chemical supply chain and an award-winning trade association with record levels of membership.

Many CBA members are SMEs and include manufacturers, distributors, traders, warehouse operators, logistics and transport companies, as well as service providers and suppliers who collectively are the main chemical industry interface providing products and services to virtually every sector.

Such a diverse membership gives the CBA a distinct advantage of a 360-degree view and insight of the global chemical supply chain which, combined with the extensive and in-depth expertise of its staff, enables the CBA to provide wide-ranging services and support to its members, as well as to engage and work closely with Government not to mention other key stakeholders in the UK and overseas.

The chemicals and pharmaceutical industry is the UK’s second biggest industry and is the nation’s number one manufacturing exporter, and CBA members contribute in excess of £4 billion to the UK economy and employ over 10,000 people nationwide, handling in excess of 27 million tonnes and making over 2.25 million deliveries of chemicals each year.

Health and safety, as well as people and sustainability are at the heart of the CBA, as it leads and participates in many initiatives such as the ‘Responsible Care Programme’ which it has been part of since 1993.





United Kingdom Warehouse Association – UKWA (trade organisation)



- UKWA is Britain’s leading trade organisation for the logistics sector, with over 800+ members including warehousing and logistics providers as well as manufacturers, retailers and wholesalers
- Membership of UKWA confirms that our company adheres to the highest quality standards of operation required in today’s demanding logistics environment. For our customers, the UKWA badge of membership provides the reassurance that our business has been independently assessed and is suitably accredited by the industry’s leading trade body
- UKWA has invested over many years in a comprehensive Conditions of Contract template that is specific to the 3PL industry and exclusive to members. This recognised legal framework, applies to a broad range of logistics services, including freight forwarding, haulage and warehousing
- As a leading trade association for the warehousing and logistics industry, UKWA works hard engaging with policy makers and influencers, to ensure that the voice of the industry is heard at all levels. In recent times, UKWA has been vocal on a range of issues directly affecting the industry, particularly on the impact of Brexit
- Peter Masters is on the Board of Directors
- Miniclipper Logistics are winners of the 2023 UK Infrastructure Award and Jayne and Peter Masters were awarded the 2023 Chairman’s Award, recognizing exceptional contribution to the industry



Thank you from the Miniclipper leadership team

Many thanks for listening to how we are approaching our Environment, Social and Governance initiatives now and into the future.

If you have any more questions, please do not hesitate to contact any of our leadership team which are detailed below.

Best regards
Peter Masters



Andrew Lemon
Financial Director



Cale Sweetlove
IT Director



Jon Parish
Commercial
Director



Lee Atterbury
Transport
Operations Director



Steve Field
Warehouse
Operations Director



www.miniclipper.co.uk

