

2025

Sustainability Update

TT CLUB
IS MANAGED
BY **THOMAS
MILLER**



Introduction

This Sustainability Update outlines TT Club’s key progress updates over the past year in areas identified as most relevant to the Club in last year’s report. The report provides an update the Club’s sustainability impacts in four areas – ‘collaboration and partnerships’, ‘insured operations’, ‘own operations, and ‘own people’ – and how these align with the five United Nations (UN) Sustainable Development Goals (SDGs) considered most relevant to its activities.

These are:

- SDG 5 on gender equality
- SDG 8 on decent work and economic growth
- SDG 9 on industry, innovation and infrastructure
- SDG 12 on responsible consumption and production
- SDG 14 on life below water.

This document is an update on the Club’s progress in 2025. The Club’s complete Sustainability Report can be found on its website (see [TT Club Sustainability Report 2024](#)).

Collaboration and partnership



International Cargo Handling Coordination Association

TT Club continues to collaborate with the International Cargo Handling Coordination Association (ICHCA) on various operational safety initiatives, including the Innovation in Safety Award and the Safety Village at the annual TOC Europe conference. The Safety Award attracted 27 entries in 2025 and continues to grow in participation year on year.



Marine Research Institute of the Netherlands

In June 2025 the Marine Research Institute Netherlands (MARIN) published a summary report from its joint industry project TopTier: Securing Container Safety, in which TT Club participated. The Club has also published a TT Talk article and podcast episode seeking to raise awareness of the serious environmental impacts of containers lost at sea.



BSI

The Club works with the UK national standards body BSI to produce cargo theft reports that assist Members in understanding the latest cargo theft trends and hot spots. This year TT Club and BSI issued their Annual Cargo Theft report as well as in-depth reports into freight crime in Italy and Mexico.



Haskoning

The Club collaborated with Haskoning to produce a whitepaper titled Climate-Ready Supply Chain: Urgent Guidance for Ports, Waterways and Logistics Operations. The report sets out immediate measures and long-term solutions to safeguard infrastructure, maintain operational continuity and ensure economic stability in the face of climate change.



Cargo Integrity Group

In 2025, TT Club released jointly with the Cargo Integrity Group, a press release exposing the hidden dangers of fire initiating cargoes. Circumstances created by an alignment of mistakes, oversights, or failed controls can turn minor incidents into major casualties with serious risk to human life.



National Vehicle Crime Investigation Service

This year the Club released an industry-led Department for Transport (DfT) Task and Finish Group (TFG) report on lorry parking security and standards, including analysis by the National Vehicle Crime Intelligence Service (NaVCIS Freight). The recommendations seek to improve driver wellbeing, safety and diversity.

Insured operations

This section provides a qualitative assessment of the impact of the Club's existing activities on the sustainability of Members' operations, its 'insured operations'.

The Club seeks to make a positive impact on SDGs 5, 8, 9, 12 and 14.



Loss prevention programme

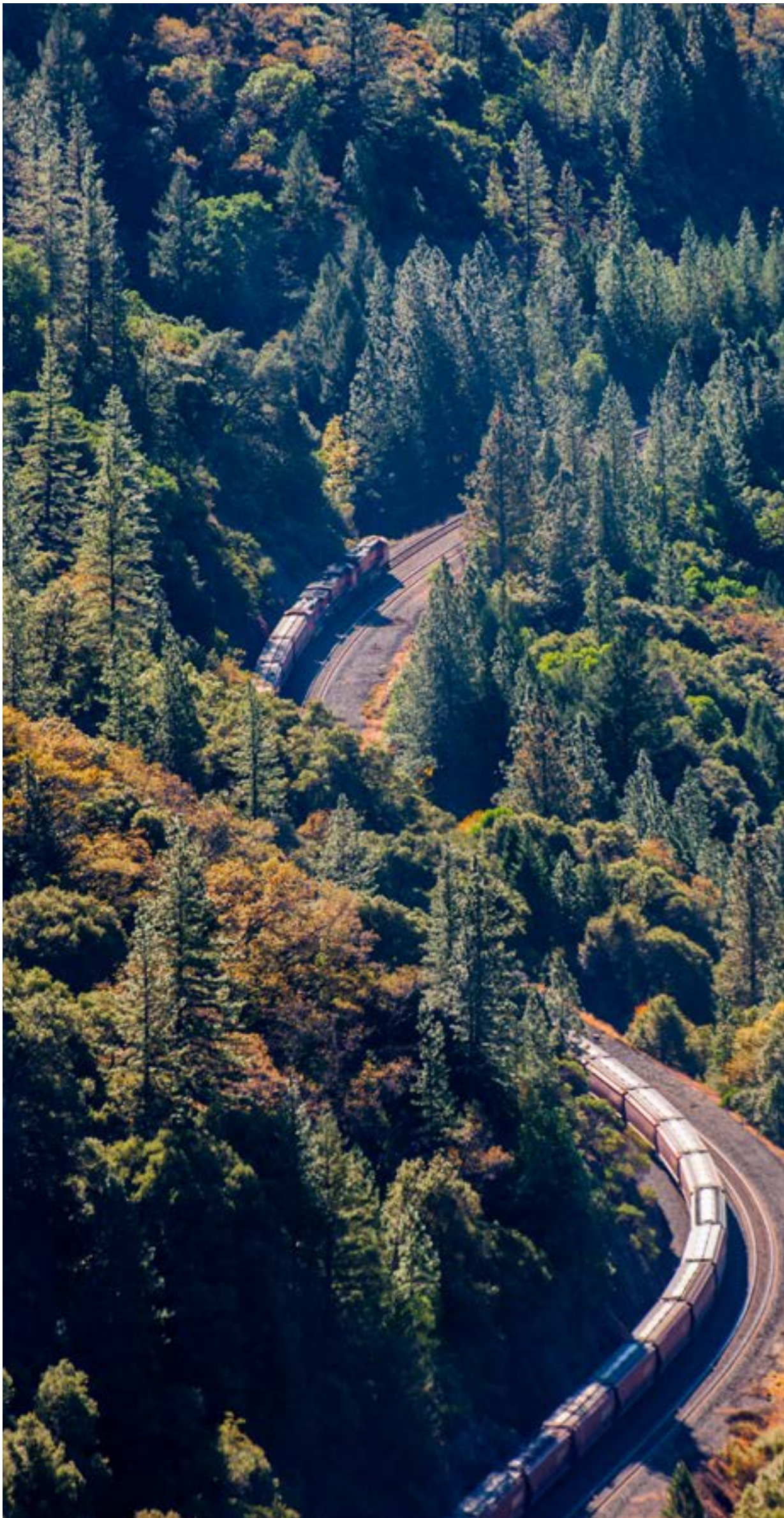
- Since last year's report the Club has continued to issue guidance on ESG-related topics in its monthly newsletter TT Talk. Topics have included: asset management in the face of climate change, ballast water management, the climate risk to inland waterways, worker dehydration and illegal goods trafficking.
- Further case studies have been added to the Club's ESG toolkit, including submissions from Port of Inverness, Together in Safety, APM Terminals and Uniserve.
- The Club continues to produce episodes of its podcast, TT Live, and has covered topics such as containers lost at sea, kind leadership, cargo crime and how technology can keep workers safe.
- The Club has issued its whitepaper, Climate-Ready Supply Chain: Urgent Guidance for Ports, Waterways and Logistics Operations, which takes a deep dive into the potential consequences of climate change on ports, and lays out a practical roadmap to strengthen climate resilience in maritime operations. Further documents include a Truck Driver Safety StopLoss, seeking to reduce injury to third-party truck drivers in ports, as well as further guidance around abandoned cargoes, which seeks to reduce the risk of potentially lethal explosions that can also lead to pollution.

Supporting transition to new technologies

- Throughout the year TT Club has promoted initiatives and technologies that have the potential to save lives. Voxel AI, a winner of the TT Club Innovation in Safety Award, has demonstrated a 42% reduction in near-miss incidents in ports. The Club has supported their pursuit of safer operations with TT Talk articles, a podcast episode and including a case study in its Truck Driver Safety StopLoss.
- The Club has focused on the topic of automation in the industry to promote developments that reduce human-machine interaction and potentially save lives while also driving operational efficiency, and as a result reducing emissions.

Encouraging excellence

- TT Club has continued to sponsor industry awards that celebrate young talent and innovation. These include the FIATA Young Logistics Professional award, won this year by Laura Cristin Egerer, the Region Europe Winner nominated by Bundesverband Spedition und Logistik (DSLVL) and the TAPA EMEA Young Supply Chain Resilience Professional of the Year award.
- As mentioned in 'Collaborations and partnerships' the Club continues to sponsor the TT Club Innovation in Safety Award, which this year increased the number of awards from one to four to encourage further engagement in innovative safety initiatives.

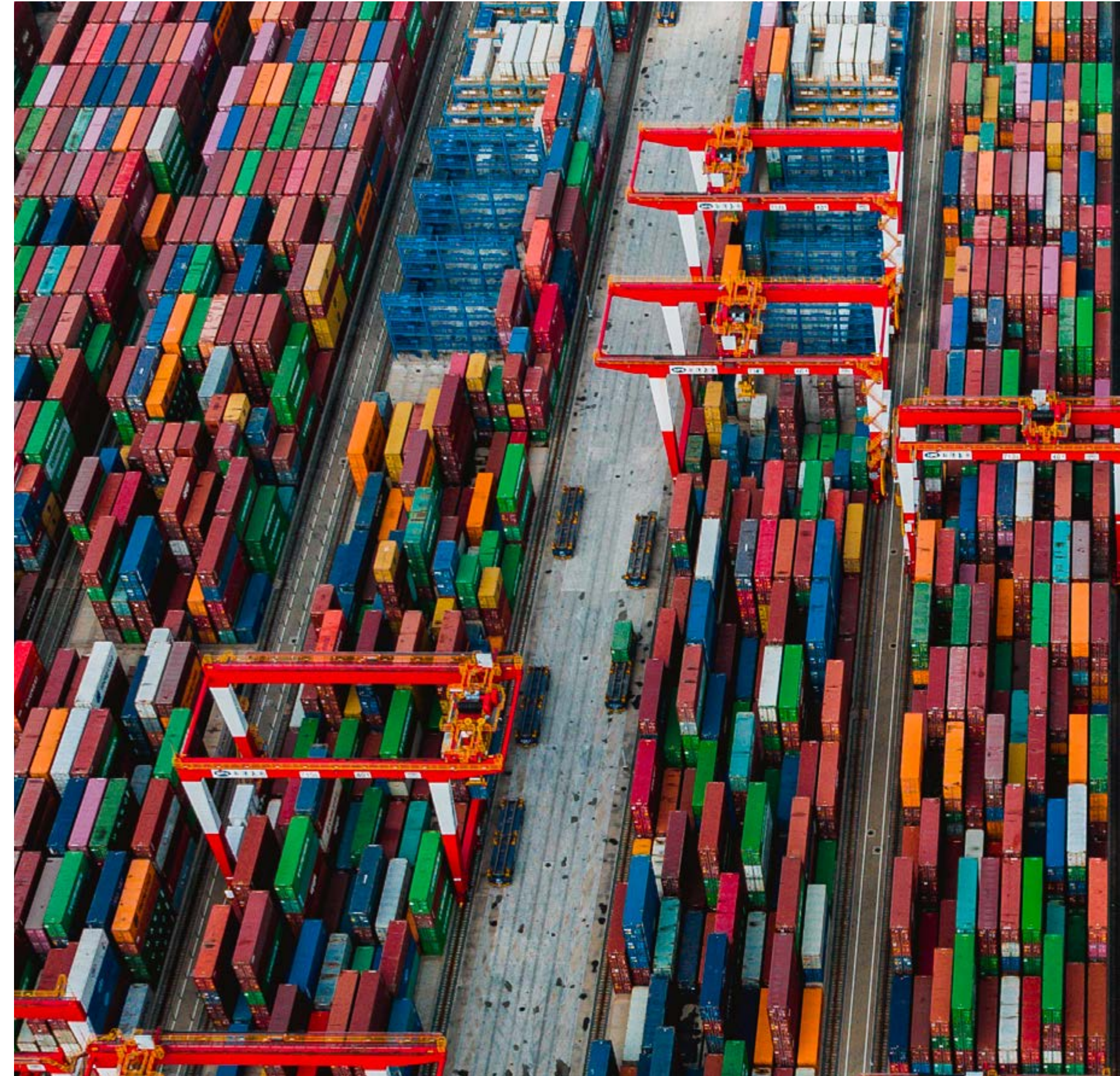


Own operations

All Club premises are provided and operated by its manager, Thomas Miller, meaning that the Club's approach is intertwined with Thomas Miller's approach. The Club is working closely with its manager towards future reporting in this area. In 2025 Thomas Miller published its third annual ESG report, which outlines in more detail its commitments to reduce the environmental impact of its global operations (see [ESG Report 2025](#)).

Reducing emissions

- Thomas Miller's global Scope 1 & 2 emissions have decreased by 16% and 9% respectively from 2023 to 2024. This is due largely to collaboration with an independent energy expert in the London office to enhance operational efficiency and provide insight into energy consumption patterns. Efficiencies were realized from the end of 2024 after relocating IT data centre infrastructure to a cloud-based renewable energy environment.
- Thomas Miller has worked with Reed & Mackay for over 20 years to manage our business travel needs with precision, care, and a shared commitment to sustainability. Their industry-leading tool gives our travellers real-time visibility of their carbon footprint at the point of booking, allowing us to align our travel programme more closely with our sustainability targets.
- TT Club continues to set aside \$100 per tonne of carbon dioxide from its corporate travel, as recommended by the United Nations Global Compact with the intention of purchasing offsets in the future, once a high quality offset provider is selected.
- While the Club's Board considers face-to-face interaction with its Members and first-hand oversight of their operations to be a crucial part of its service offering, it has worked this year to develop a digital Risk Maturity Tool that will allow Members to self-assess their operations, which may serve to reduce the frequency of travel where appropriate.



Own people

An update of the impact of the Club’s sustainability progress on directors and employees, its ‘own people’, is provided below along with how this aligns with SDGs 5, 8 and 9. All Club employees are employed by the Club’s manager, Thomas Miller, meaning that the Club’s approach is directly linked with Thomas Miller’s approach. The Club is working closely with its manager towards future reporting in this area.

TT Club staff



TT Club Management only



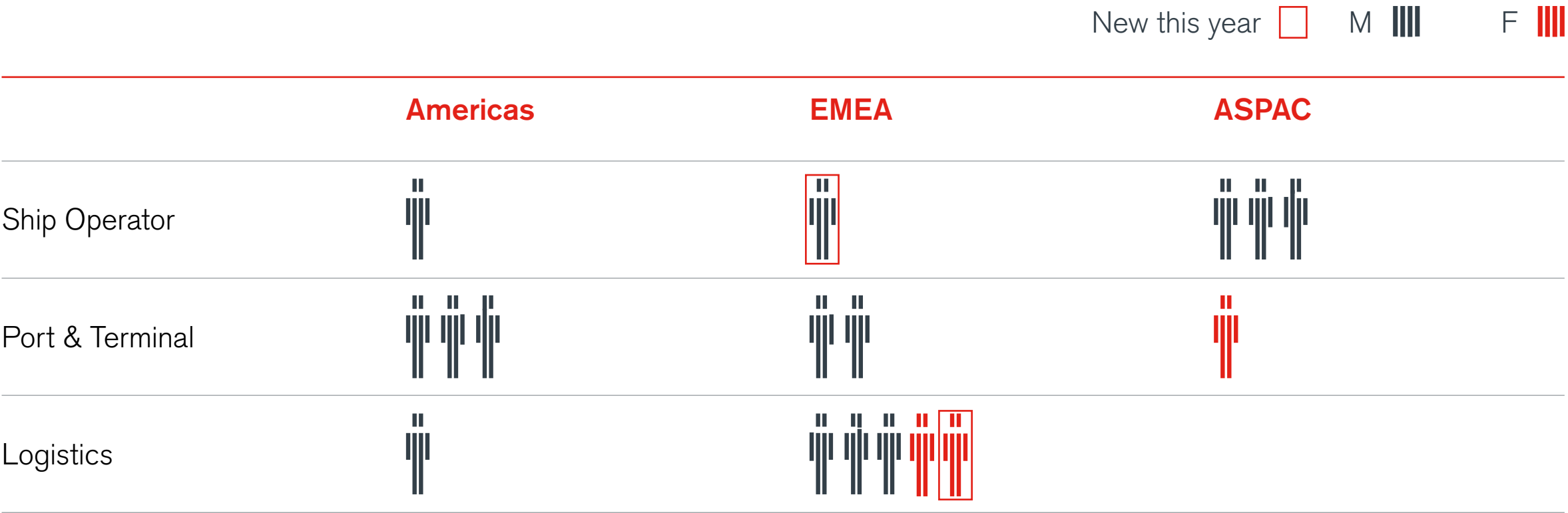
TT Club Board



Compared with 2024:
TT Club employees: M51%, F49%
TT Club Management only: M74%, F26%
TT Club Board: M82%, F18%

Diversity, equity and inclusion

- In March 2025, Thomas Miller held DEI Roundtable workshops with business leaders to gather input on our strategy and follow-up actions are being developed with senior leadership.
- Thomas Miller launched Employment Law for Managers training in April and May, covering UK employment law and DEI.
- In 2025, Thomas Miller updated the Behaviours Framework to include DEI-related expectations, reinforcing accountability and inclusive conduct.
- Thomas Miller’s latest headline gender pay gap in the UK was 38.8%. Unfortunately, this was a deterioration from the previous year.
- The DEI Forum launched in 2024 has identified three key focus areas for the next 12 to 18 months: employee carers, neurodiversity and menopause and women’s health, delivering resources, events, guest speakers, and networking opportunities.
- **62%** of staff have provided diversity data since launch in 2022, with a target of 80% over the coming year.



This graphic only shows Member-representative Board Directors.
One male Board Member and three female Board Members retired in the period.

Own people

Wellbeing

- Robust engagement index of **73%** in Thomas Miller's most recent employee engagement survey, marking a 3% decrease from 2024.
- **73%** feel the way our people act is consistent with what we say about our culture (-2% YoY)
- **82%** feel the perspectives of people from all cultures and backgrounds are valued (+1% YoY)
- **74%** feel a sense of belonging at work (-1% YoY)
- **83%** would recommend Thomas Miller as a good place to work (-2% YoY)

Training and development

- **67** employees pursuing company-sponsored qualifications (35 women, 32 men)
- **5** employees on Apprenticeships (2 women, 3 men)

Employment terms and conditions

- Implementation of flexible public holiday policy and enhanced family leave policies.

Corporate and social responsibility

- Thomas Miller has supported The Switch's Reading Partner Programme for a second academic year, assisting primary school children in developing their literacy skills through weekly reading sessions. This initiative is employee-led, with **20** volunteers from Thomas Miller participating.
- Thomas Miller's corporate charity partner for 2024 to 2026 is the UK homelessness charity St Mungo's. St Mungo's works directly with individuals experiencing or at risk of homelessness, providing services to help them find permanent solutions. Throughout 2025, Thomas Miller's employees have been involved in fundraising and volunteering activities for St Mungo's, including decorating their facilities, donating coats and hygiene products and participating in pottery classes with their clients.
- 2025 see the second year of a three-year partnership with Career Ready, supporting disadvantaged students aged 16 to 18 who meet specific Career Ready social mobility criteria. This included a year-long mentoring programme, skills masterclasses, and four-week paid internships across several of our businesses.
- Employees working for Thomas Miller took part in **85** volunteer days in 2024 (+13 YoY)



Our mission at TT Club is
making the global transport
and logistics industry safer, more
secure and more sustainable

Contact

Mark Argentieri

Chief Operating Officer
TT Club

E: mark.argentieri@thomasmiller.com