MARKET UPDATE

DECEMBER 2022

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OUTLOOK & HEADLINES

- **MARKET:** S&P forecasts the global market to increase by 3 percent per year until 2030.
- **MARKET:** Abundance of new tonnage set to enter the container market in the years ahead.
- **MARKET:** Carbon average of at least $75 a tonne is required for global climate goals to succeed.
- **OCEAN:** Shanghai Port officials unveiled plans for new container terminal increasing throughput capacity.
- **OCEAN:** 50 additional blank sailings announced on the Transpacific, covering the last 10 weeks of 2022.
- **OCEAN:** Stabilisation of freight rates post pandemic dropped faster than expected.
- **AIR:** Global trade demand is falling and is down 7% compared to 2021.
- **AIR:** Cargo tonne-km (CTKs) fell 10.6% compared to 2021.

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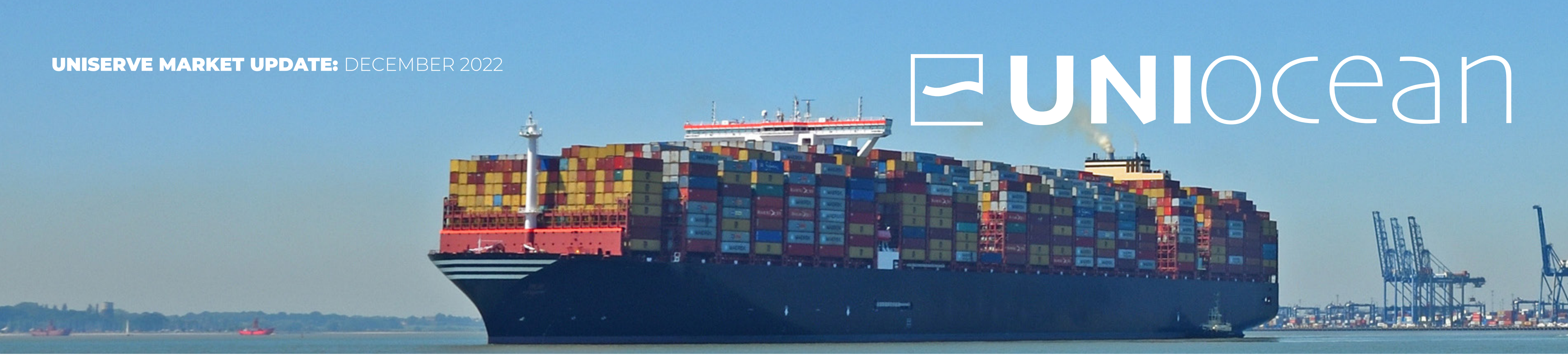
OUTLOOK & HEADLINES (CONTINUED)

- **WAREHOUSING & LOGISTICS:** Warehouse demand continues into the end of 2022 with the logistics sector still displaying strong characteristics.
- **WAREHOUSING & LOGISTICS:** Increasing fuel costs are expected to push prices back up to August levels.
- **EUROPEAN TRANSPORT:** Sète to Paris rail 'motorway' launched.
- **EUROPEAN TRANSPORT:** Road haulage spot rates are now 12.9 points above contract rates in Europe.
- **ENVIRONMENTAL COMPLIANCE:** Environmental, Social & Governance (ESG) go beyond making short term profit.

SUBJECT QUICKLINKS

OCEAN FREIGHT | AIR FREIGHT | WAREHOUSE & DISTRIBUTION | EUROPEAN ROADFREIGHT | ENVIRONMENTAL COMPLIANCE

UNIocean



OCEAN FREIGHT GLOBAL MARKET OVERVIEW

New tonnage set to enter the container market in the years ahead could lead to scrapping of younger ships.

GLOBAL MARKET OVERVIEW

- Even though the container market is shrinking considerably at the moment, S&P forecasts the global market to increase by 3 percent per year until 2030.
- More boxes have passed through DP World's terminals in the third quarter and 2022 despite waning growth rates, the Dubai-based company writes in a market update. The carrier expects an improved result for 2022.
- With an abundance of new tonnage set to enter the container market in the years ahead, and with demand and volumes appearing to have started a downward trajectory, the sector may have to scrap younger ships to a large extent. Alphaliner has examined carriers' demolition possibilities.
- Rates on chartering a container ship have declined by all of 72 percent since April this year, and the market looks set to continue normalizing ahead of 2024, writes Clarksons.
- A total of 73 vessels were scrapped during the third quarter, of which 62 percent ended up on beaches in South Asia, writes Shipbreaking Platform in an update.

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OCEAN FREIGHT GLOBAL MARKET OVERVIEW

GLOBAL MARKET OVERVIEW CONTINUED

- Our partners in Australia have sent us a recent update. For the next 6 months, importers using the Ports of Brisbane, Fremantle and Adelaide should be aware that The Department of Agriculture, Fisheries and Forestry is undertaking a survey to inspect the external surfaces of sea containers from a selection of countries not on the department's Country Action List (CAL).

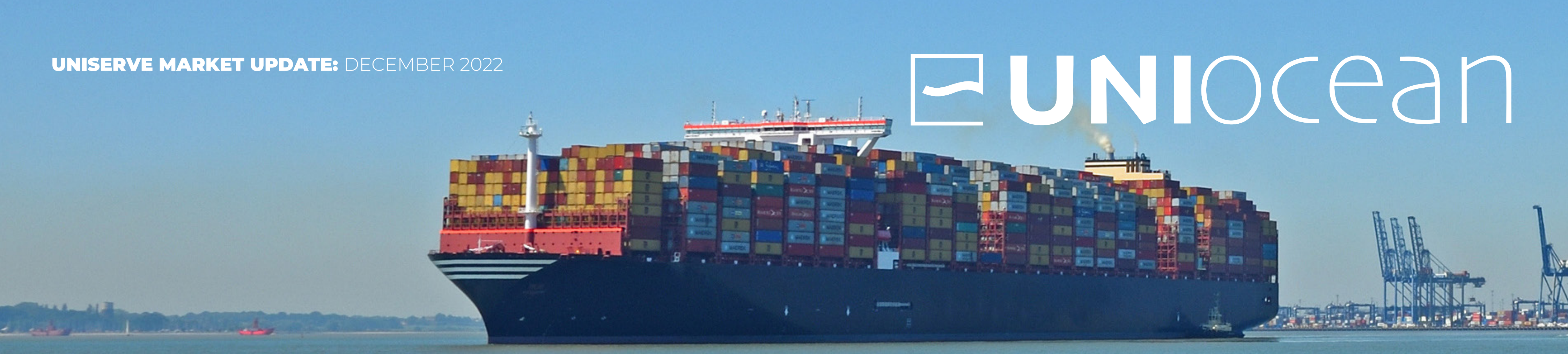
- It will become more expensive to get a container in and out of Europe once shipping is incorporated into the EU's Emissions Trading System, says MSC.

- The price of carbon needs to average at least $75 a tonne globally by the end of the decade for global climate goals to succeed, according to the head of the International Monetary Fund.

EU's Emissions Trading Systems driving an increase in European container prices.

- Speaking on the sidelines of the COP27 climate talks in the Egyptian coastal resort town of Sharm el-Sheikh, IMF Managing Director Kristalina Georgieva said the pace of change in the real economy was still "way too slow".

- United Arab Emirates based major port operator DP World plans to invest US$500m in a new initiative to reduce the company's carbon emissions. The goal is a reduction of almost 700,000 tonnes of CO_2 over the next five years.



OCEAN FREIGHT MARKET REGIONAL REVIEW & CARRIER OUTLOOK

GLOBAL MARKET OVERVIEW CONTINUED

- A quarter of Maersk's seaborne freight must be transported aboard green-fuelled ships in 2030, and carbon emissions shall also be halved against 2020 levels, shows Maersk's green transformation plans, presented in November.

DP World announces 5 year plan to reduce C02 by 700,000 tonnes.

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OCEAN FREIGHT MARKET REGIONAL REVIEW & CARRIER OUTLOOK

FAR EAST & SOUTH EAST ASIA OVERVIEW

- Singapore-based Pacific International Lines (PIL), is following in the footsteps of several of its competitors and establishing intermodal services to supplement its key business of container freight between ports.

- The pace of declines in rates on the container market's Asia-Northern Europe routes has increased, the WCI index shows. Shipping analyst Lars Jensen describes this as a "hard landing" for the market. South Korea is talking to several potential buyers of a stake in the state's ownership of major container liner HMM.

- Shanghai Port officials unveiled plans for a sizable new container terminal that will increase the region's throughput capacity by close to a quarter. The project would increase port capacity with an investment of more than $7 billion.

- Turning tides. Singapore-based ONE is affected by inflation and high energy prices dampening the market. Profit is starting to shrink markedly, reveals the group's financial report issued at the end of October.

- Over the past two weeks, 50 additional blank sailings have been announced on the Transpacific, covering the last 10 weeks of 2022. Meanwhile, on Asia-Europe, 10 additional blank sailings have been announced.

- The world's sixth-largest container shipping company, Evergreen, presents another major profit and thereby continues riding its wave of positive results. Its net profit for the first nine months of the current year came to TWD 314.7bn (USD 9.8bn).

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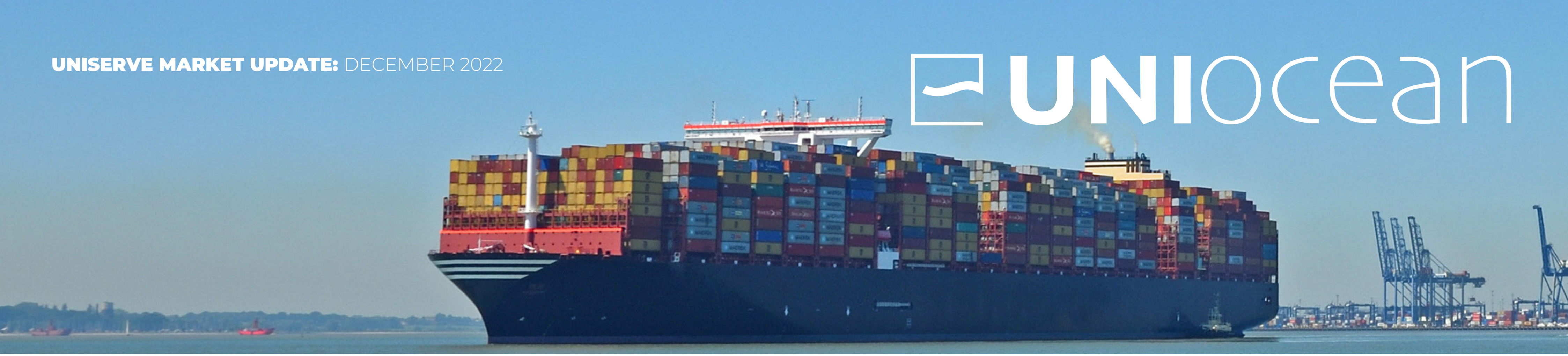

OCEAN FREIGHT MARKET REGIONAL REVIEW & CARRIER OUTLOOK

FAR EAST & SOUTH EAST ASIA OVERVIEW CONTINUED

- HMM are concerned about consumer spending and stacked retailer inventories. Despite a large Q3 profit, the South Korean container line is worried about the world economy and sees many challenges ahead.

- Container traffic has dropped by 40 percent in South Korean ports after thousands of truck drivers went on strike in late November.

Blank sailings to continue until the end of 2022.

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OCEAN FREIGHT MARKET REGIONAL REVIEW & CARRIER OUTLOOK

INDIA SUBCONTINENT KEY OBSERVATIONS

- Indian Subcontinent pricing and capacity continues to benefit shippers as rates drop and vessel space remains available.

- Container freight rates on major trades out of India Sub-Continent have hit new lows amid falling cargo volumes. Intra-Asia trades out of India will see sharp declines next month from the November averages, with depressed trade volumes.

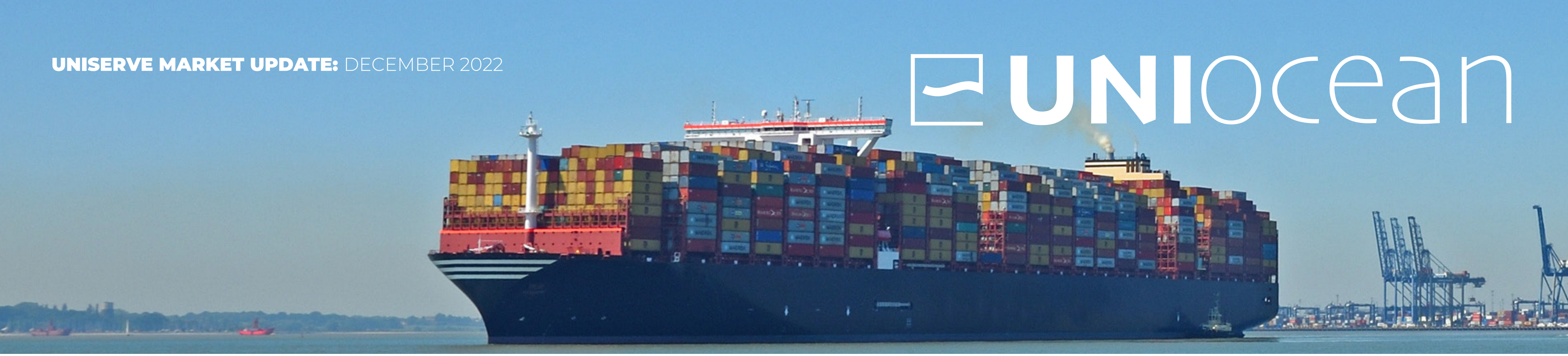
- The stabilisation of freight rates was always expected as the rates during the pandemic were unrealistic just as they were prior to it. It's just the speed with which the rates dropped that was unexpected.

- While on the one hand, the shipping lines increased capacities, on the other, the economic situation and in the US, UK and Europe, increased interest rates and the Russia-Ukraine war, all led to reduced demand.

- The shipping lines will continue to service the trade although redeployment of capacities within the various trade routes and off-hiring of tonnage is something that happens all the time and that is expected to continue so to optimise capacities and service levels.

- Carriers indicate vessels sailing at -85% utilisation or less on some services.

- Carriers across the freight sector are trying to maintain equilibrium, in part by cutting capacity in line with softer demand. Container lines have canceled dozens of scheduled services this fall in what the business calls ''blanked sailings''. But they are also fighting a tide that is moving against them, with deliveries of hundreds of new ships over the next two years that will keep capacity plentiful unless carriers take the expensive step of idling ships.



OCEAN FREIGHT MARKET REGIONAL REVIEW & CARRIER OUTLOOK

INDIA SUBCONTINENT KEY OBSERVATIONS CONTINUED

- The Bangladesh Freight Forwarders Association has sought 100 acres of land in Chattogram Bay Terminal to construct a container freight station, which they say will speed up cargo delivery at Chattogram port. The association has Tk100 crore joint investment plan with Japan. The association said the container freight station – a large warehouse specializing in the consolidation and deconsolidation of cargo – will enable imported cargo delivery to factories from the port within just 24 hours. At present, delivery time takes more than 10 days, including customs clearance. The container freight station, also known as a cargo distribution park, will be in a bonded area to which only air and sea freight forwarders will have access. The park will reduce both time and cost for cargo delivery from Chattogram seaport and airport.

- Businesses in Bangladesh including the apparel exporters are eager on using Colombo as a trans-shipment port again for exporting overseas if Sri Lanka can ensure smooth services even as owing to the political and economic crises in the island nation earlier, many businesses in Bangladesh who used to ship via the Colombo Port preferred Singapore and India over Sri Lanka. Close to 40 per cent of Bangladesh's exports are shipped to overseas markets from Chittagong via Colombo Port while the remaining 60 per cent of export items are transported through Malaysia's Port Klang and Tanjung Pelepas or Singapore.

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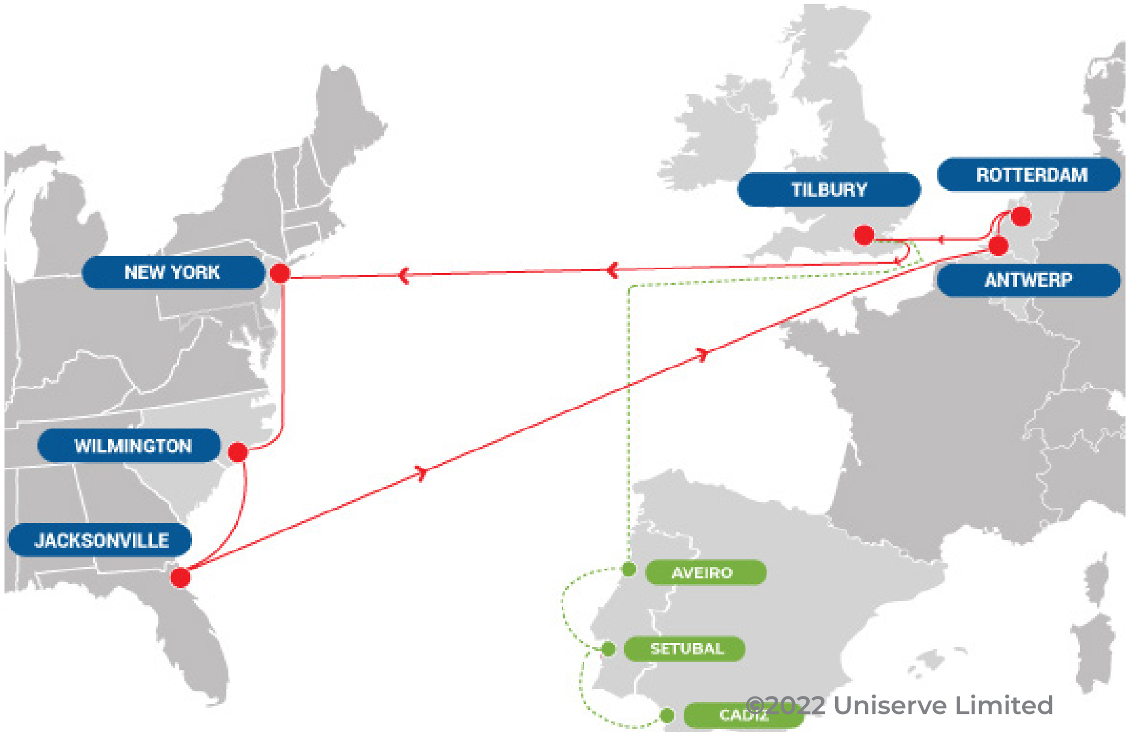
- Utilising non congested ports and terminals
- Tailor made end to end solutions
- Fast and reliable transshipment options
- to/from Spain and Portugal



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AIR FREIGHT MARKET OVERVIEW & REGIONAL REVIEW

FAR EAST & SOUTH EAST ASIA

Global trade demand continues to fall - figures are showing a 7% decline compared to 2021.

- High inflation levels and cost of energy continues to be a key concern for consumers, and at present reducing the demand for transportation services. The pace of market normalisation has been faster than expected.

- **S. China:** Rates remain stable and overall demand is low. Some TPEB market charters have been canceled due to weak demand. As we move into November, we see more e-commerce and project volume in the market. For Shenzhen-Hong Kong (SZX-HKG) cross-border trucking, continue to expect two days of additional transit time.

- **Taiwan:** The market remains the same as last week. Capacity is open with the exception of LAX, which is slightly congested due to aircraft maintenance for a few freighters.

- **SE Asia:** The overall export markets in Southeast Asia continue to be soft if not trending downwards. For Vietnam in particular, the Ho Chi Minh City Labor Confederation advised that textile, footwear, and electronics factories have had to reduce orders due to a lack of raw materials and export market opportunities. This has resulted in some companies cutting their labor force by anywhere from a few dozen to more than one thousand employees. →

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AIR FREIGHT MARKET OVERVIEW & REGIONAL REVIEW

FAR EAST & SOUTH EAST ASIA CONTINUED

- In November, Cathay Pacific Services Ltd (CPSL) opened its newest pharma facility at its cargo terminal in Hong Kong airport, the largest dedicated hub amongst Hong Kong's cargo terminal operators. The dedicated pharma handling centre has a fully temperature-controlled area of over 1,250 square metres, equipped with the latest technologies to ensure the safe transport of temperature-sensitive cargo.

- Qatar Airways Cargo has introduced new routes and increased flight frequencies to multiple destinations in the Middle East, Europe and the Americas to meet growing demand this winter season.

- Air cargo faces a stint in 'overcapacity corner' next year alongside the ocean shipping sector, according to data analyst Xeneta.

- Since October, a number of airlines have announced the resumption or increase of international flights, including China Eastern Airlines, China Southern Airlines, Hainan Airlines.

- Pandemic containment measures in China have continued to impact Cathay Pacific's cargo volumes while European network expansion has softened the blow. The airline carried 109,425 tonnes of cargo in October, a decrease of 20.1% compared with October 2021 and a 40.2% decrease compared with the same period in 2019.

- Hong Kong Air Cargo Terminals Limited (Hactl) has successfully obtained their IATA CEIV Lithium battery (Li batt) standard certification.

- Global air trade figures for July this year

AIR FREIGHT MARKET UPDATE – REGIONAL REVIEW

FAR EAST & SOUTH EAST ASIA CONTINUED

were down 7% compared with 2021.

- Compared with the same period last year, the direct flight space of Asia-Europe freighter routes was significantly reduced by the influence of war in Russia and Ukraine, bypassing the Middle East.
- Vietnam's IPP Air Cargo is abandoning its launch plans, apparently due to concerns about weakening demand for air cargo and an uncertain economic outlook. According to media reports from Vietnam, the board of Imex Pan Pacific Group (IPP) – IPP Air Cargo's parent – decided on October 26 that it would drop plans to launch the carrier, and has notified Vietnam's transport ministry that it seeks to end the licensing process.

Russian & Ukraine war continues to reduce European freighter routes.

- Switzerland shipping giant MSC confirmed last month that Atlas Air will operate four new Boeing 777-200 freighters on a global ACMI (aircraft, crew, maintenance and insurance) basis for newly launched MSC Air Cargo.
- **N. China:** Demand remains low to U.S. Midwest and USEC destinations, while Far East Westbound (FEWB) demand is keeping steady. TPEB rates have dropped slightly and rates to FEWB destinations maintain at similar levels to last week. Production out of the Zhengzhou area (CGO) was impacted in November due to a Covid outbreak and is leading to a decrease in expected volume.

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AIR FREIGHT MARKET UPDATE – REGIONAL REVIEW

FAR EAST & SOUTH EAST ASIA CONTINUED

- Lufthansa Cargo has added Hanoi as a new destination to its B777 freighter network as it looks to capitalise on export growth in Vietnam.

- The first flight of the twice-weekly service arrived in the Vietnamese city on November 3. The flight is part of Lufthansa's winter schedule 2022/2023 and also includes a stop in Mumbai.

Overcapacity is not expected to be an issue in the long term.

AIR FREIGHT MARKET UPDATE – REGIONAL REVIEW

INDIAN SUB-CONTINENT

- Demand continued to remain low on most trade lanes across ISC and is likely to follow this trend into 2023. Resumption of passenger travel has improved belly capacity as new schedules are announced by airlines. Industry issues affecting demand include reduced ocean freight cost that is resulting in a shift in transport mode from air to sea; and worldwide high inflation that is set to continue into 2023. Globally, rates are below the level of last year despite the effects of higher fuel prices. Increasing belly capacity, with easing travel restrictions, will be supplemented by the arrival of conversion and freighter orders placed during the air cargo peak.

India: Tata Sons and Singapore Airlines (SIA) has announced this month that they will merge Vistara into Air India, with a target to complete the process by March 2024, subject to regulatory approvals.

- Indian low-cost airline IndiGo has commenced operations of its first A321 passenger to freighter (P2F) aircraft between Delhi and Mumbai. Part of the airline’s Cargo business, the aircraft will be used for general freight on the inaugural Delhi- Mumbai flight, while carrying general and e-commerce on the return leg. These inaugural flights will carry a payload of more than 20 tons on each leg.

- **Pakistan:** Pakistan's economy continues to deteriorate due to structural imbalances as several decisions regarding the economic policies like taxes, subsidies etc. in the South Asian country have remained unaddressed over time. Islamabad's foreign exchange crisis has worsened as reserves have been depleted to a critical low of USD 8 billion, compared to over USD 20 billion in August 2021, undermining the country's ability to make international payments.

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AIR FREIGHT MARKET UPDATE – REGIONAL REVIEW

INDIA SUB-CONTINENT CONTINUED

- The talks between IMF and Pakistan were rescheduled after World Bank's report on flood damages in Pakistan which was released in October, 2022. Pakistan is due to pay USD 1 billion on December 5 against the maturity of five-year Sukuk, or Islamic bonds. Despite Pakistan's finance minister Ishaq Dar's repeated assurances for Sukuk payment, the international market is not willing to trust the assurances as the nation's economy struggles to avoid default by borrowing more from the markets, donors, commercial banks and friendly nations.

- **Bangladesh:** Freighter flights from Dhaka have come down to just one or two a week, compared with what used to be two to three every day last year.

- Air cargo flows from Bangladesh have fallen by almost 75 per cent year-on-year even as in this month only, about 250 tonnes of cargo were airlifted each day, compared to what was 900 to 1,000 tonnes a day in October last year.

- **Sri-Lanka:** Sri Lanka's Central bank governor Nandalal Weerasinghe expects that the country's inflation will substantially decrease in the coming months with gradual relaxation in currency band as inflows improve. This positive prediction comes after the nation saw inflation rising to massive 70% earlier in the year.

- The key challenges will be getting the debt restructuring plan through, getting an IMF programme underway, securing bilateral funding support and addressing the structural issues that led to a fiscal and current account deficit.

- Emirates has unveiled plans to add an additional daily direct flight between Dubai and Colombo, effective 1 December 2022. The additional service, operating as EK648/ EK649, will increase the number of daily flights between the two cities to three, including two direct flights and one operating via the Maldivian capital, Male.

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WAREHOUSING & TRANSPORT UPDATE

KEY TOPICS

- **Transport - Demand:** Christmas transport demand may be very different this year with consumers looking to cut back on spending, road freight businesses are contending with ongoing inflationary pressures and rising costs across the industry.

- With retail sales falling by 1.4% in September 2022, 1.3% below February 2020's pre-coronavirus levels, ever increasing household bills and inflation leading to growing food prices, consumers are looking to reduce spending which in turn may see less of a demand in the traditional Christmas peak.

- In addition, increasing fuel costs are expected to push prices up: at 189.69p per litre, diesel prices have reached August levels again. Whilst the impact has not yet been seen any road freight price drops may be short-lived given the rising fuel prices and logistics companies unable to continue to absorb such costs.

- **Autumn Statement:** Accompanying the Autumn Statement, the Office for Budget Responsibility (OBR) has stated a "planned 23% increase in the fuel duty rate in late March 2023".

- The OBR commented "This would be a record cash increase, and the first time any government has raised fuel duty in cash terms since 1 January 2011 and is expected to raise the price of petrol and diesel by around 12p a litre."

- With transport and logistics companies already operating with small margins and working under increasing financial pressure, this will see a significant impact to the industry. Logistics UK described such a rise as a "body blow to the logistics industry". The government responded stating that this was not policy, and a decision will not be made until the spring budget.

- **Warehousing - Autumn Statement:** The Autumn Budget has also seen a change to business rates that will impact the warehousing sector. The UK Warehousing Association (UKWA) said total business rates paid by the retail sector are estimated to fall by 20% under the changes, but for large

WAREHOUSING & TRANSPORT UPDATE

KEY TOPICS

- distribution warehouses they will "rise by a painful 27%".

- **Labour:** Head of the Confederation of British Industry (CBI) Tony Danker spoke at their annual conference in regard to the current UK labour shortage.

- Focusing on the fact that we have lost hundreds of thousands of people due to the economic changes due to the pandemic, not enough people to fill the current vacancies and a mismatch in skills, labour shortages look set to continue with the logistics sector being one of those affected the most.

- Last month, a survey by the CBI, found that almost three-quarters of UK companies had suffered from labour shortages in the past year and nearly half surveyed wanted the government to grant temporary visas for obvious shortage roles.

- **Demand:** Warehouse demand continues into the end of 2022 with the logistics sector still displaying strong characteristics, with both supply and demand metrics favourable.

- According to Savills, in the UK take up of logistics space hit a new record in the first half of 2022, with 28.6m sq. ft of deals signed. The effect of e-commerce is still playing out, but there has also been a resurgence in demand from the manufacturing and automotive sectors, where concerns over supply chain resilience and the need to hold more inventory have become more important and are leading to a requirement for additional space.

- Savills advise that for supply there is currently just 18.4m sq. ft of available space, and CBRE estimates that 'ready-to-occupy' space remains at historically low levels of 1.2%.

- Development of new buildings is unlikely to keep pace with demand. Savills is tracking 16.5m sq. ft of speculative development due for delivery in 2022 and 2023 and given the wider economic context, new announcements are expected to tail off.

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WAREHOUSING & TRANSPORT UPDATE

KEY TOPICS

Uniserve warehouse network – available space

Felixstowe Mega Distribution Centre (FMDC)
- 12,000 pallet spaces and mezzanine floor availability

Tilbury
- 3,100 pallet spaces & mezzanine floor availability

Chepstow
- 2,600 pallet spaces

Northampton
- 2,117 pallet spaces

For further details, please contact
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- **Transport:** The market continues to be inconsistent, with the week split between very busy, with volumes peaking and then quiet for the rest of the week, very difficult to judge. This has been made worse with vessels being delayed / customers looking to get cargo in quickly after arrival.

- We are still seeing available space on common user trains from various locations and hauliers still looking for spot work, with any subcontractors eager for regular support.

- We have seen the biggest fall in fuel costs, reducing by around 12%, but will be interesting to see if this continues or as is suggested in the press will start to rise again.

We are expecting our operational costs to increase as planned price hikes for new trucks and raw material which will impact on Tyres and parts etc. The RHA has again reminded employers that visiting lorry drivers must be given access to toilets when they are delivering at a premises. Many truckers report that they're stopped from using loos despite this being a legal requirement.

Uniserve network increases warehouse capacity.

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WAREHOUSING & TRANSPORT UPDATE

KEY TOPICS

- Firms must provide visiting delivery drivers with access to toilets and washing facilities under the Workplace (Health, Safety and Welfare) Regulations 1992.Suitable and sufficient sanitary conveniences and washing facilities shall be provided at readily accessible places and that hot and cold running water and soap must be available to use.

- They are also launching three new apprenticeships in the new year to help recruit and train staff to meet the needs of the Transport Industry, these are Large Goods (LGV) Driver, Transport and Warehouse Operations Supervisor, and Urban Driver.

- Each one takes around twelve months to complete, with funding available through the Apprenticeship Levy.

- James Kemball has invested again this year in new equipment and the latest / most fuel-efficient trucks, so we are ready for whatever market conditions we face in 2023. We are also looking to increase our fleet and have a great team ready to tackle whatever our customer's demand.

3 new Transport Industry apprenticeships to launch in 2023.

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EUROPEAN FREIGHT TRANSPORT MARKET UPDATE

KEY TOPICS

Intermodal development in France

- A rolling motorway service has been launched to carry unaccompanied lorry trailers between the Mediterranean port of Sète near Montpellier and Valenton to the southeast of Paris. This is one of the key routes for intermodal traffic from southern France and connecting unaccompanied trucks arriving from Turkey to the UK.
- The additional capacity helps Uniserve to provide a fast, economical, and greener alternative to long haul transportation for our French and Turkish clients.

2022 sees an all time high in European road freight contract rates

- The average contract is up by 19.6 percent Y-o-Y. Road haulage spot rates are now 12.9 points above contract rates in Europe.
- Fuel Diesel costs usually account for one third of the total operating transport costs of a haulage fleet, however given the increase, they may now account for up to 50% of the running costs of a vehicle.

Sète to Paris rail 'motorway' launched.

- The EU driver shortage growth is expected to continue to increase until the end of 2022, with a 40% estimated increase in unfilled truck driver positions.
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EUROPEAN FREIGHT TRANSPORT MARKET UPDATE

KEY TOPICS

Signs of a slowdown in demand towards the end of Q4:

- The transport market has adjusted to increased costs in 2022, however the last quarter's smaller rate rises may signal that higher production costs and lower consumer spending power have started to ease the upward demand-side pressure on rates.

- Manufacturing sector contraction in Germany: Growing energy costs and uncertainties in energy supply are causing difficulties for the German industrial sector. This has pushed Germany's manufacturing industry into decline with manufacturing PMI falling to an average of 48.7 in Q3. This is a clear sign that German industry will begin to demand less and less road freight as its factories demand fewer outputs and produce fewer intermediate and finished goods.

- Driver demand: Among main European countries (France, Spain, Germany, Romania, Poland, and Denmark), between January and September 2022, the demand for drivers is continuously increasing (+44%). The shortage is forecasted to be far worse in 2026, with a multiplier effect of up to seven in the case of France.

EU Driver shortages continue with an expected increase of 40% by end of 2022.

Please contact UniEurope Commercial **unieuropecommercial@ugroup.co.uk** for further pricing.

COMPLY DIRECT OVERVIEW

Looking for a cost effective solution to Environmental, Solution & Governance (ESG)?

- The key objectives of Environmental, Social & Governance (ESG) go beyond making short term profit, aiming to create positive social and environmental outcomes, and long-term sustainability.

- ESG has become a hot talking point with businesses quick to shout about their intentions around climate change and social justice, amidst pressure from investors, supply chain and customers. It's certainly exciting to think about opportunities beyond making short term profits, and many are questioning – is profit a measure of wealth, when that profit may contribute towards climate change, pollution, and the loss of natural resources? The momentum of the B-Corp movement, and climate negotiations at COP 27 have made businesses consider other indicators of true wealth such as health and wellbeing, sustainability and supporting our local communities. It's no wonder that ESG is soaring up the agenda!

- If the main challenges businesses are facing are costs and educating others, Comply Direct, as a bespoke environmental partner

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COMPLY DIRECT OVERVIEW

to businesses, have evolved an ESG consultancy offering to tackle these hurdles. We allow you to create your own tailor-made timeline, cherry-picking elements of the assessment that are most relevant to your business to spread the cost over a period of time. We can create a cost proposal at each stage, rather than one encompassing cost upfront, with a modulated approach and fees that reflect only the areas material to your business. This fully flexible approach allows you to prioritise what is important to you and spread the cost.

- Similarly, if as a sustainability trailblazer, you feel you stand alone and struggle getting the wider business involved, we offer both onsite and virtual workshops aimed at motivating and empowering; offering opportunities for networking and sharing. Challenges can always lead to new opportunities and as part of our journey towards B-Corp certification we aimed to harness the power of the businesses we proudly work with to contribute to a more sustainable planet. We would love the opportunity to partner you in working towards meaningful ESG actions, in a sea of ESG words.

- For more information or any questions, you have about ESG, please do get in touch with our team on:

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