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Maritime UK Annual Report 2024

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LETTER FROM CHAIR, ROBIN MORTIMER

I am delighted to present the first Maritime UK Annual Report. Reflecting now seems the right time as I come to the end of my tenure as Chair of Maritime UK. As an incredibly busy two years in terms of development and change at MUK comes to a close, I am very proud of everything the team has achieved.

Across this report I hope you will be able to see just some of the excellent activity that has taken place across 2024, underpinned by a stable financial position. It is great to see the progress all the Maritime Clusters have made this year and I particularly enjoyed attending the launch of the Northern Ireland Maritime and Offshore cluster in April, which was attended by our Patron, HRH The Princess Royal.

Maritime UK has also hosted four Coastal Powerhouse Summits this year in Scotland, Northern Ireland, Cornwall and concluding with one on the Thames. The Coastal Powerhouse Summits provide a platform for each region to showcase their businesses and activities and the opportunities for growth and collaboration across the sector. We really appreciate the support our council members have provided at these events. I am also proud to have supported Maritime UK's largest awards event to date. The 2024 MUK Awards took place in the iconic Titanic Museum in Belfast in June and celebrated the brightest and the best from all four corners of the UK. The Awards welcomed both national and international guests and increased the UK's profile as a historic and critical maritime nation. One of the key roles of Maritime is to speak into Government on behalf of the sector, and work with both Ministers and officials to influence policy and Government communications. With the change of Government in July, MUK has been active in briefing candidates on our agreed Maritime Manifesto, and working closely with the new administration as it establishes its agenda. It was testament to the strong relationships MUK had built up with the Labour team in Opposition that the first sector meeting held by the new Minister for Aviation, Maritime and Security, Mike Kane, was with Maritime UK. We are currently in the process of refreshing the MUK Policy Group, in order to maximise impact, working in conjunction with our Members, going forwards.

The key to the UK's maritime success is its people, from all of our coastal communities and across the UK, this is why relaunching our Diversity Pledge and Charter at the 'Welcome to Maritime Reception' in Parliament was so vital. Maritime UK is committed to ensuring that the maritime sector is inclusive and diverse. This will in turn help to attract and retain the top talent for the maritime sector, which we continue to support through our careers and outreach programmes. Over 350 Maritime UK Careers Ambassadors have now spoken with over 170,000 young people inspiring them on the future careers possibilities across shipping, ports, professional services, engineering and leisure marine.

As I step back from my role as Chair, I do so with a real sense of progress and I look forward to seeing Maritime UK develop and grow in the future. I would like to thank the team, our members, our partners and everyone in the Maritime UK network for their hard work and dedication to champion and empower the UK's maritime sector.

Bh. M

Robin Mortimer

Where we are **TODAY**

Meet The **TEAM**



Her Royal Highness The Princess Royal Patron



Robin Mortimer Chair



Tom Boardley Vice Chair



Chris Shirling-Rooke Chief Executive Officer



Scarlett Black Director of Operations



Sarah Haughey Head of Political Awareness



Suzanne Fulton Office Manager



Sheldon Ryan Innovation Lead



Abbie Milne Communications & Digital Executive



Dave Collison Careers & Outreach Manager



Sally Coles Programmes Administrator



Richard Jones Head of Governance

The Year in

January

- Diversity in Maritime training, "It's About Race"
- Maritime Skills Commission (MSC) Meeting
- Policy Working Group Meeting
- Department for Transport Maritime Council Meeting
- Visit to Cornwall Marine Network Cluster in Cornwall

February

- National Apprenticeship Week Roundtable
- The MSC Human Skills and Behaviours Report Launch
- Marking Pride in Maritime Day
- Shadow Minister's Visit to Nautilus' Mariners Park
- Visit to Belfast

March

- Roadshow for Girls, hosted on the Isle of Wight
- Evidence at the Transport Select Committee
- Renewables UK Skills Panel
- Maritime Skills Commission Meeting
- Maritime Careers Ambassador onboarding session

- Visit to Dover
- Visit to Liverpool
- National Council Meeting
- Visit to Teesside
- Visit to Humber
- Visit to Newcastle
- Visit to Scottish Cluster

April

- Coastal Powerhouse Summit in Scotland
- Maritime Skills Commission Ratings Review Workshop
- Pride in Maritime Network Meeting
- Northern Ireland Maritime and Offshore Cluster Launch, attended by Her Royal Highness, The Princess Royal
- 2024 Maritime Manifesto Launch
- Women in Maritime Event
- Maritime Masters Event
- Regional Council Meeting

May

- Virtual primary school Event connecting with 6,520 children from 100 schools
- International Women in Maritime Day Event with the Royal Navy in Portsmouth
- International Women Day Event with WISTA & IMO
- Department for Transport Maritime Council Meeting
- Department for Business and Trade Maritime Security Committee Meeting

June

- Northern Ireland Coastal Powerhouse Summit
- Celebrating Pride Month Pride in Maritime Network
- MSC Skills for Green Jobs Report Launch
- Maritime Networking Event with Invest NI
- Falkland Islands Economic Development Forum
- The Maritime UK Awards 2024
- Artemis Industry Showcase
- Careers in Maritime Visit Industry Breakfast
- Maritime Clusters Network Meeting
- Shipbuilding Skills Delivery Group Meeting
- National Council Meeting
- Maritime Skills Commission Meeting

FOCUS

July

- Visit to Maritime UK Solent
- Policy Working Group
- Isle of Man Maritime Conference Keynote State of Maritime Nation
- Maritime Masters workshop at Liverpool John Moores University
- IMO 50 year WISTA celebration

August

- Visit to Maritime UK Solent Cluster Members
- Team Away Day
- Visit to Dover
- Pride in Maritime 'Meet the Chair' Event

September

- 'Welcome to Maritime' Parliamentary Reception
- Diversity in Maritime Pledge and Charter Launch
- Southampton International Boat Show
- Labour Party Conference 'Rum' Reception
- Conservative Party Conference Reception

October

- Maritime UK Week
- Shipping UK Conference AI Keynote Panel
- National Service for Seafarers at St. Paul's Cathedral
- Maritime Careers Event 382 students from 9 schools
- British Ports Association Annual Conference Keynote Freeports

November

- Cornwall Coastal Powerhouse Summit
- Women in Maritime Allyship Breakfast DNV
- Maritime Innovation Forum Newcastle
- Maritime Leaders Forum on Al
- Diversity in Maritime Taskforce Meeting

- Primary School Careers Event -
- Hartlepool
- Careers Event in Cornwall
- Pride in Maritime Network Meeting

- December
- Tidal Thames Coastal Powerhouse Summit
- Sustainability Careers Expo 2024
- Maritime Skills Commission Meeting DfT
- Maritime Future Leaders Launch Hill Dickinson
- PLA Parliamentary Reception Speaking

- Women in Maritime Breakfast -The Seafarers' Charity
- National Council Meeting
- LISW Launch at the IMO
- Roadshow for Girls at Liverpool John Moores University
- Visit to Folkestone Maersk Naming Giving Ceremony

- Maritime Clusters Network Meeting -Gard
- National Council Meeting Ministerial
- Mental Health Network Hill Dickinson

Meet The DIVERSITY IN MARITIME TASKFORCE

The Diversity in Maritime Taskforce is a collaborative group dedicated to driving meaningful change and fostering an inclusive culture within the maritime sector and to ensure cross collaboration. This taskforce brings together the Chairs of each Diversity in Maritime network under the guidance of Taskforce Chair Ian Hampton and Scarlett Black, the Director of Operations at Maritime UK. Together, they are committed to addressing diversity and inclusion challenges across the sector, ensuring that the maritime industry provides equitable opportunities and support for all. The Taskforce's work is fundamental to maintaining the momentum generated by each Diversity Network and aligning their individual goals with the overarching mission of creating a truly diverse and inclusive maritime sector.

DIVERSITY IN MARITIME

The Diversity in Maritime initiative promotes inclusion and representation across the maritime sector. Recently revitalised, it operates through four focused networks: Pride in Maritime, Women in Maritime, Mental Health in Maritime, and Ethnicity in Maritime. Each network works to foster a welcoming industry by providing support, raising awareness, and driving positive change. Across the four Networks, over 230 people have connected and attended meetings, showing that the Networks are gaining traction and making a meaningful impact within the industry.

ETHNICITY IN MARITIME

Ethnicity in Maritime is now under the leadership of Chair Shenaz Bussawon, following the departure of the previous cochair to pursue new opportunities. The Network is committed to improving representation, providing mentorship, and ensuring equal opportunities for people from ethnically diverse backgrounds. lan Hampton Chair, Diversity in Maritime Taskforce MD, Anglesey Freeport. Directeur Général, Africa Morocco Links

Scarlett Black Taskforce Manager -Director of Operations Maritime UK

Shenaz Bussawon Chair, Ethnicity in Maritime Network -Events, Marketing & Programmes Manager, British Port Association Chris Shirling-Rooke Chair, Mental Health in Maritime Network -CEO, Maritime UK

Lee Clarke Chair, Pride in Maritime Network -General Manager, Isle of Man Maritime

Deborah Layde Chair, Women in Maritime Network -CEO, The Seafarers'

Charity

MENTAL HEALTH IN MARITIME

Mental Health in Maritime with Chris Shirling-Rooke at the helm, focuses on creating an open and supportive culture around mental health within the sector. With the industry's unique challenges, including long hours at sea and highpressure environments, the Network is dedicated to breaking down the stigma around mental health. The Network promotes the message that "it's good to talk" and aims to ensure mental health is treated with the same importance as physical health in maritime workplaces.

PRIDE IN MARITIME

Under new Chair Lee Clarke, Pride in Maritime is advancing its mission to support LGBTQ+ professionals in the sector. Lee has set three key priorities: Education, Empowerment, and Visibility. These focus areas aim to raise awareness of LGBTQ+ issues, empower individuals to embrace authenticity, and enhance visibility across the industry. Through advocacy, events, and resources, the Network fosters a more inclusive and supportive maritime workplace where everyone feels valued and heard.

WOMEN IN MARITIME

Led by Chair Deborah Layde, Women in Maritime works to empower women in the sector and ensure equal opportunities for leadership and career advancement. Supported by Maritime UK, the Network addresses barriers, raises awareness of challenges, and celebrates women's achievements. Initiatives such as Women in Maritime Breakfasts, foster discussions on allyship, and support professional growth.

Diversity in Maritime Pledge & **DIVERSITY IN MARITIME CHARTER STATUS**

OVERVIEW

The re-energised Diversity in Maritime Pledge and Diversity in Maritime Charter represents a renewed commitment for maritime organisations to actively champion diversity, equality, and inclusion across the sector. With more than 50 organisations already signed up, these initiatives set clear goals and offer a pathway for companies looking to make meaningful changes within their organisations and beyond.

PLEDGE

The Diversity in Maritime Pledge invites organisations to publicly commit to promoting a diverse and inclusive maritime sector. Signing the Pledge is a powerful step that signals an organisation's commitment to diversity principles and to fostering an environment where all employees feel respected and valued. By signing up, companies affirm their dedication to positive change and accountability in supporting a diverse workforce. This Pledge also enables organisations to align with industry-wide standards, positioning them as leaders and advocates for diversity and inclusion.

CHARTER

Building on the Pledge, the Diversity in Maritime Charter is designed to support organisations as they progress in their diversity journey. Achieving Charter Status reflects a deeper level of engagement, requiring organisations to set measurable goals and implement policies that promote inclusive practices across recruitment, retention, career development, and workplace culture. To earn Charter Status, companies work closely with Maritime UK's team, who offer guidance, resources, and tools to help organisations reach their objectives and measure progress. This collaborative approach ensures that each company's unique challenges and goals are addressed effectively.

Careers & OUTREACH

ROADSHOW FOR GIRLS

The Maritime UK Roadshows for Girls initiative is a UK-wide programme designed to inspire, engage, and empower young women to explore careers in the maritime industry. Held in locations such as the Isle of Wight and Liverpool, the Roadshows feature interactive activities where participants explore various aspects of the maritime sector. Girls can engage in robotics, programming, and automation, gaining hands-on experience with the latest technology, as well as speed networking. Over 260 girls from 11 schools have connected with these roadshows in 2024.

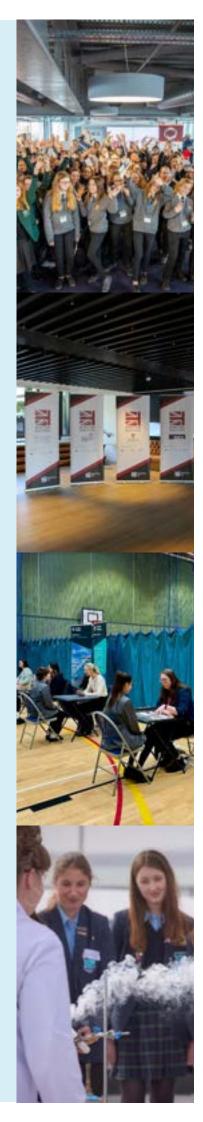
MARITIME FUTURE LEADERS

Maritime Future Leaders is a new network dedicated to developing the next generation of leaders in the maritime sector. It supports aspiring professionals by providing opportunities for career advancement, skill development, and networking, equipping them to step confidently into leadership roles and drive sector growth and innovation.

By attracting a younger, more diverse workforce, the Network is building a leadership pipeline that reflects the evolving needs of the maritime sector. More than 90 people have signed up for the Maritime Future Leaders Programme, highlighting the growing enthusiasm for shaping the future of the sector.

MARITIME MASTERS

The Maritime Masters Programme returns in 2025 with renewed energy and vision, reaffirming its role in building vital connections between the UK's maritime industry and academic institutions. This initiative not only promotes academic excellence but also channels student research into meaningful contributions that address the evolving needs of the maritime sector. Maritime Masters is a collaborative effort that brings together students, universities, and industry professionals, creating a pathway for academic research to intersect directly with the maritime industry.



MARITIME AMBASSADOR PROGRAMME

The Maritime Ambassador Programme is a dynamic initiative aimed at connecting young people with the world of maritime—a sector filled with diverse, rewarding, and impactful career opportunities. Through school visits, college events, and community outreach, these professionals become role models who inspire young minds, break down misconceptions, and bring maritime careers to life. The Programme's impact is driven by the commitment of 368 Ambassador volunteers, who bring maritime careers to life through engaging events. To date this has reached an impressive 170,666 young people, offering insights into a variety of careers and pathways across the sector.

MARITIME SKILLS COMMISSION

The Maritime Skills Commission (MSC) plays a crucial role in identifying, developing, and supporting the skills needed to drive the UK maritime sector forward. The Human Skills and Behaviours Report released by Maritime Skills Commission in 2024 emphasises the growing importance of soft skills and human behaviours across the maritime sector. This report focuses on critical elements such as leadership skills, interpersonal competencies, and behaviours that are essential for improving recruitment, retention, and the successful transition of skills, especially from sea to shore roles. In 2024 the MSC also published the Green Skills Report, which underscores the urgent need for maritime professionals trained in green technologies and sustainable practices. With the sector under increasing pressure to reduce carbon emissions, adopt cleaner fuels, and comply with stricter environmental standards, the Green Skills Report highlights the vital areas of training that will help the workforce meet these objectives.





INSPIRING TOMORROW'S MARITIME WORKFORCE TODAY







Coastal Powerhouse SUMMITS

The Coastal Powerhouse Summits hosted by Maritime UK in 2024 were a vital platform for discussing the challenges and opportunities facing the UK's coastal communities, and provided a unique opportunity for each regional host to showcase the strengths of their local maritime sectors. The summits took place in Northern Ireland, Scotland, Cornwall, and London, with over 500 attendees and representation from over 240 organisations, the summits demonstrate a strong collective commitment to addressing coastal challenges and harnessing opportunities.

These events allowed national and regional stakeholders to demonstrate the breadth of talent, industry potential, and forward-thinking strategies that are helping coastal communities thrive. In addition to keynote speeches and panel discussions, industry visits played a significant role in the summits. These visits offered stakeholders a chance to showcase their businesses, from marine manufacturers to renewable energy projects, and illustrate the key contributions they are making to both their local economies and the national maritime sector. Ultimately, the summits underscored the immense potential of the UK's coastal communities and provided an excellent delivery vehicle for Maritime UK's Programmes.







MARITIME LEADERS FORUM

The Maritime Leaders Forum, delivered in partnership with Trinity House, provides a unique platform for thought leaders across the maritime sector to convene and engage in meaningful dialogue. This initiative facilitates discussions and debates on pressing issues impacting the industry, fostering collaboration and innovative thinking. By bringing together diverse perspectives, the forum aims to address challenges and identify opportunities to drive progress across the sector. Through this partnership, the Maritime Leaders Forum underscores the importance of strategic leadership in shaping the future of the UK's maritime industry.

PUBLIC AWARENESS

Maritime UK, in collaboration with Royal Museums Greenwich, has launched a Public Awareness Campaign aimed at establishing a comprehensive baseline for maritime awareness across the UK. This initiative seeks to gauge the public's understanding of the maritime sector's vital contributions to the UK. The research underpinning this campaign is expected to yield valuable insights into public perceptions, with key statistics anticipated for release in April 2025.

PUBLIC AFFAIRS

Maritime UK has an established and dynamic Public Affairs Programme aimed at increasing the visibility of the maritime sector among policymakers and political stakeholders. MP Receptions in Parliament serve as a key platform, bringing together Parliamentarians, Ministers, Shadow Ministers, Government Officials, and other stakeholders to highlight the sector's contributions and priorities. At the most recent Parliamentary Reception, 35 MPs attended, alongside Ministerial and Shadow Ministerial representatives, emphasising the growing recognition of the sector's importance across the political spectrum. These high-profile events play a pivotal role in building relationships and raising awareness of the maritime industry's significance.

Complementing these, MP Drop-In Sessions will be held regularly in 2025, offering Members of Parliament an accessible forum to engage with Maritime UK and its Members, fostering a deeper understanding of the sector's challenges and opportunities. Also in 2025, Maritime UK will introduce an MP Newsletter, sharing updates on key member events, industry activity, and achievements. This initiative supports the development of a growing caucus of maritime-focused MPs in Parliament.

Further raising the sector's profile, Maritime UK continues to host annual receptions at the Labour and Conservative Party Conferences, key opportunities to engage with political audiences and promote members' priorities. Together, these public affairs efforts underscore Maritime UK's commitment to ensuring that the sector's voice is heard at the highest levels of government and across the political spectrum.

TECHNOLOGY & INNOVATION

Maritime UK's Tech and Innovation Programme continues to drive forward technological advancement and collaboration within the sector. The Innovation Partners Group serves as a vital forum for industry and government stakeholders to identify, discuss, and act on initiatives that support technological growth and innovation in the UK maritime sector. This group fosters a collaborative environment to address challenges and seize opportunities for technological development, ensuring the sector remains competitive and forward-thinking.

Complementing this is the Maritime Hydrogen Fuels Group, which brings together industry leaders with a shared focus on the potential role of hydrogen in decarbonising the maritime sector. This group facilitates critical discussions and knowledge-sharing to explore how hydrogen technologies can contribute to achieving the maritime industry's net-zero goals.





Maritime UK AWARDS 2024

The Maritime UK Awards 2024 took place on Wednesday, 5th June, bringing together over 370 leaders, professionals, and stakeholders from across the UK's maritime sector. Hosted at the Titanic Museum in Belfast, this prestigious event celebrated the achievements and innovations of individuals and organisations driving a sector that contributes £116 billion annually to the UK economy and supports 1.1 million jobs.

The event demonstrated the depth and diversity of talent within the maritime sector, with over 200 applications submitted across various award categories. These submissions represented the full breadth of the industry, underscoring the sector's critical role in supporting the UK's economic growth, sustainability objectives, and global trade position.

A keynote address by Joseph Kennedy III, Special Envoy for Northern Ireland, was a central highlight of the evening. Kennedy spoke passionately about the enduring legacy and future potential of maritime enterprises, emphasising the industry's role in maintaining the UK's supply chains, with 95% of trade reliant on maritime routes. His remarks reinforced the importance of continued innovation and collaboration to sustain the sector's success. The awards reflected the sector's ongoing efforts to drive economic resilience and sustainability. Recognising achievements across shipping, ports, marine engineering, and broader maritime services, the event highlighted how the sector continues to adapt and lead on critical issues such as decarbonisation, innovation, and business and growth.

The winners for 2024 were:

- Bevis Minter Award: Scarlett Barnett-Smith, sponsored by Nautilus International
- Business of the Year Award: Port of Aberdeen, sponsored by Liverpool John Moores
 University
- Clean Maritime Operator Award: Port of London Authority, sponsored by Artemis
 Technologies
- Coastal Powerhouse Award: Cornwall Marine Network, sponsored by the Department for Transport
- Diversity and Inclusion Champion Award: Seas Your Future, sponsored by Stena Line
- Employer of the Year Award: Port of Blyth, sponsored by Harland & Wolff
- Future Skills Award: Maritime UK Solent, sponsored by Trinity House
- Innovation Award: Artemis Technologies, sponsored by the Port of London Authority
- International Trade Award: Ridgeway Rockbags, sponsored by Invest Northern Ireland
- Maritime Ambassador Award: Ian Hampton, sponsored by Expleo Group
- Rising Star Award: George Light, sponsored by the Royal Navy
- SME of the Year Award: NASH Maritime, sponsored by BAE Systems
- Start-up of the Year Award: Seabound, sponsored by Safetytech Accelerator
- Woman in Maritime Award: Gemma Griffin MBE, sponsored by WISTA UK







































Maritime UK WEEK 2024

Maritime UK Week is a celebration of the maritime sector's essential role in the UK's economy, environment, and global standing. The event allows stakeholders from across shipping, ports, professional services, engineering, leisure marine, and more to highlight the industry's innovation, sustainability, and opportunities. It aims to raise awareness of the maritime sector's contributions, including job creation, trade facilitation, and pioneering advancements in green technology.

A wide range of events took place throughout the week, showcasing the sector's diversity and vibrancy. Highlights include the Shipping UK Conference, which brought together industry leaders and policymakers, and the annual National Service for Seafarers at St Paul's Cathedral, honouring the contribution of maritime professionals to the nation. Other notable events included the Maersk naming ceremony of their latest dual-fuel container vessel, a Careers in Maritime Open Day on the Solent, BPA conference in Portsmouth, and the Inspiring the Future virtual event, where schoolchildren from 21 schools learnt about exciting maritime careers from industry role models.













Meet Our MEMBERS















UK & IRELAND





















Meet Our PROGRAMME PARTNERS

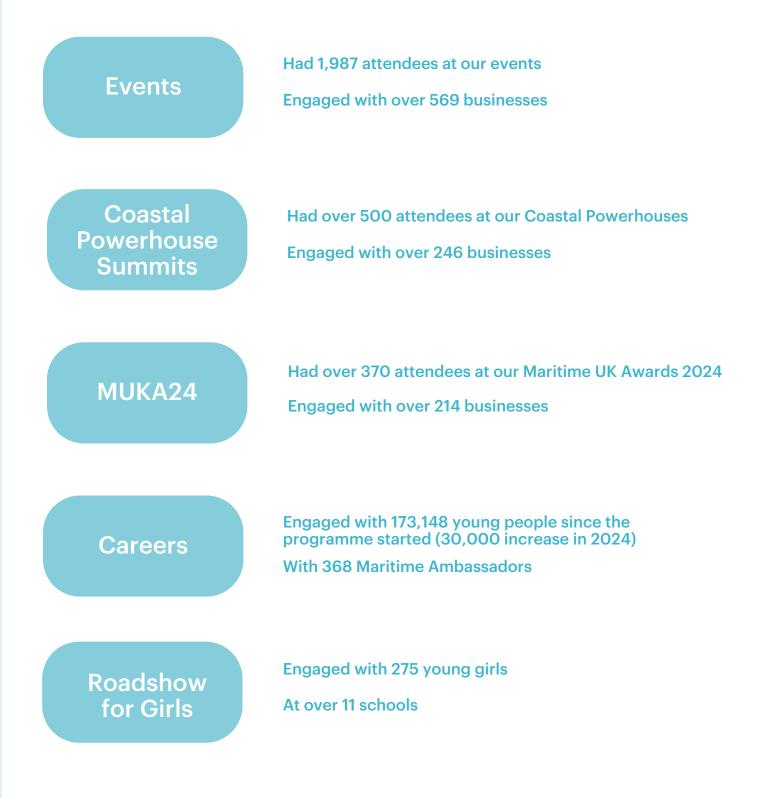








Over 365 Days **MARITIME UK HAVE..**



Our Journey THIS PAST YEAR





LETTER FROM CHIEF EXECUTIVE, CHRIS SHIRLING-ROOKE

As I complete my first full calendar year as CEO of Maritime UK, I can't help but reflect a little on the incredible achievements and highlights from 2024. This report shows just some of the work of Maritime UK and the wider maritime family, of which I am proud to be a part of. I would also like to take the opportunity to welcome the new members, who joined in 2024, to the Maritime UK team, Abbie Milne, Sally Coles, Richard Jones, Dave Collison and Sarah Haughey.

Looking towards the New Year, Maritime UK is going to have a jam-packed 2025 of activities, programmes and events. We will continue to bring together the sector and bang the drum for UK maritime industry. I look forward to continuing to build on relationships with our members and partners over the upcoming year.

Next year's Maritime UK Awards in Dover will be bigger than ever before, shining a global spotlight on everything that is exceptional in our maritime family. We are excited to continue to showcase maritime on a national and international stage and celebrate our unique and historic sector.

Our Coastal Powerhouse Summits will see us travelling all around the UK once again, kicking off in March in Solent. Next year's programme will showcase an increasing number of clusters and highlight the importance of collaboration in maritime.

I am excited to see all of our Programmes go from strength to strength, our newest initiative Maritime Future Leaders already has over 100 members and we look forward to seeing this grow and inspire future generations in shaping the industry. London International Shipping Week (LISW) is the international showcase highlighting the importance of the maritime sector. It brings together globally renowned stakeholders, policy makers, innovators and maritime professionals to discuss the sector's most pressing issues, and of course is the perfect opportunity to remind the world that the UK is a true leader in maritime.

Maritime UK continues on its mission to champion the UK's maritime industries and support their vital contribution to the nation's economy and global trade. The organisation's ability to bring together diverse sectors from shipping to ports, from engineering to professional services, and to leisure marine, ensures that the industry is perfectly positioned to tackle emerging challenges and seize opportunities in areas such as decarbonisation and technological innovation. And of course, none of this would be possible without the people who work across this incredible sector.

Please be part of this journey with us in 2025!!

Chris Shirling-Rooke MBE

Maritime UK

www.maritimeuk.org