



The Mission to Seafarers

ESG Report
2024



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About this Report

This is the second ESG Report published by The Mission to Seafarers. The report covers all regions under the Mission's operational control, specifically: the United Kingdom and Europe, the Middle East and South Asia (MESA), East Asia, and Latin America and the Caribbean (LAC). The remaining five regions—Africa, Australia, Canada, Oceania (New Zealand and South Pacific Islands), and the USA—are autonomous and therefore excluded from the scope of this report.

The Mission to Seafarers reports emissions data separately for its International Headquarters (IHQ) and its regional centres across the United Kingdom and Europe, the Middle East and South Asia (MESA), East Asia, and Latin America and the Caribbean (LAC). While IHQ is geographically located in the UK, its operational activities and resulting emissions profile differ substantially from those of the UK and European regional centres, necessitating distinct reporting. This approach ensures clarity and accuracy in tracking our environmental impact across diverse geographies and operational modalities.

Greenhouse Gas Emissions Methodology and Verification

The Mission's carbon accounting and verification process was conducted by an independent third party, Climate Stewards, in accordance with the Greenhouse Gas Protocol. Greenhouse gas data is presented in tonnes of CO₂. Emissions calculations are primarily based on factors published by the UK Government's Department for Environment, Food and Rural Affairs (Defra), unless otherwise specified. Where only cost data was available, Defra's cost-based proxies have been applied.

Voluntary Disclosures and Target Setting

As a charity, the Mission to Seafarers' ESG disclosures are entirely voluntary, and as such, formal emissions reduction targets—including Science-Based Targets (SBTs)—are not currently in place. While many charities are committed to reducing their environmental impact, the adoption of SBTs is not yet widespread in the sector due to resource constraints and the unique nature of charitable operations. However, the Mission remains committed to transparency and continuous improvement in its environmental performance and will continue to monitor developments in best practice for the charitable sector.

This report aims to provide transparent and consistent ESG disclosures, reflecting the Mission's ongoing commitment to environmental stewardship and responsible operations.

**The Mission to Seafarer's
[Website](#)**

**The Mission to Seafarer's 2023
[ESG Report](#)**

A Message from the Chair

“

It is with great pride and a sense of shared purpose that I present The Mission to Seafarers' second ESG Report. Building on the foundations laid in our inaugural report, we have deepened our commitment to the principles of environmental stewardship, social responsibility, and robust governance, always with the wellbeing of seafarers at the heart of our mission.

None of this would be possible without the dedication of our staff, volunteers, partners, and supporters. Their unwavering commitment ensures that we remain a beacon of hope and practical support for seafarers and their families, wherever the need is greatest.

As we look ahead, we remain steadfast in our mission: to ensure that seafarers are valued, protected, and empowered to thrive in a rapidly changing world. Together, we can continue to navigate the challenges ahead and build a sustainable future for all who serve at sea.



Thomas Boardley
Chairman,
The Mission to Seafarers

Executive Voice

“

As we present our second ESG Report, we reflect with gratitude and determination on the progress made and the challenges ahead. Over this past year, The Mission has amplified its commitment to positive change, guided by the needs and voices of seafarers around the world.

We are proud of the partnerships we have built, both within the industry and beyond, which have enabled us to innovate and extend our reach. Our ESG journey is a shared one, and the progress outlined in this report is a testament to the dedication of our staff, volunteers, and supporters.

”



Peter Rouch

Secretary General,
The Mission to Seafarers

“

The Mission to Seafarers has enhanced its operations to better serve the evolving needs of seafarers. From mental health initiatives to sustainable practices, we have integrated ESG principles into our daily work. Looking ahead, we remain focused on continuous improvement.

We will keep measuring our impact, learning from experience, and pursuing new ways to support seafarers' wellbeing and resilience. Together, we are committed to ensuring that every seafarer receives the care, respect, and opportunities they deserve.

”



Tomi Toluhi

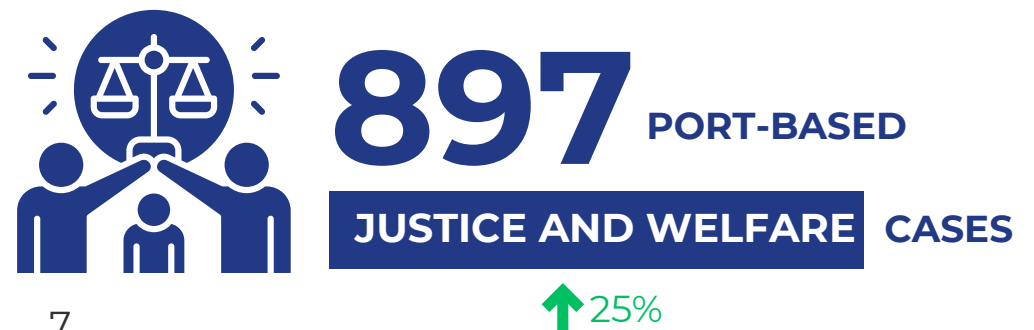
Chief Operating Officer,
The Mission to Seafarers



01

Our Mission in Action

Our Impact



Who we are

For over 160 years, The Mission to Seafarers (the Mission or MtS) has been dedicated to offering care and support to seafarers globally.

Today, operating in 200 ports across 50 countries, The Mission to Seafarers is the world's largest seaport-based welfare organisation, providing year-round support to seafarers of all ranks, nationalities, genders, and faiths.

Our simple mission is to care for the shipping industry's most important asset: its people.



50+

Countries

200+

Ports

70+

Frontline staff

280+

Volunteers

365

Days of the year

Our Vision and Values

Our vision for the world's 1.89 million seafarers of all ranks, nationalities and beliefs is to

- operate a network of services where seafarers are valued and cared for in the ports where the need is greatest, thus improving and safeguarding their wellbeing
- be in the right ports with the right resources offering support which is relevant, compassionate and life enhancing, and
- meet the needs of all seafarers and their families, irrespective of faith or cultural background



Our ESG Action Plan

Key Actions

Contributing SDGs



PLANET

- Measure and reduce carbon footprint
- Improve energy efficiency
- Enhance water and waste management
- Use sustainable resources



PEOPLE

- Support seafarer wellbeing and mental health
- Advocate for fair labour practices
- Provide crisis response
- Promote diversity and inclusion
- Offer training and development



PRINCIPLES

- Uphold ethical practices
- Ensure transparency and accountability
- Engage stakeholders
- Manage risks and compliance



Refer to our [Inaugural ESG Report 2023](#) (p. 11-18) for our comprehensive ESG Strategy and Action Plan

Progress on ESG KPIs



PLANET

Parameters	Change %
Scope 1 & 2*	-14%
Scope 3*	49%
Electricity & Heating	-14%
Water and Waste Management	766%**
Mileage & Fuel Use	-11%



PEOPLE

Parameters	Change %
Training Hours	200%
Health & Safety	NA***
Diversity	7.69%



PRINCIPLES

Parameters	Change %
Board Gender Diversity	3%
Management Team Diversity	No change
No of Independent Trustees	100%

* Scope 1 covers direct emissions that an organisation generates while performing its business activities, whereas scope 2 covers indirect emissions from purchased energy, and scope 3 covers indirect emissions in the value chain.

** The increase in emissions from waste and expenditures this period is primarily attributed to one-off building and centre refurbishment projects in Hong Kong and Japan

*** No occupational safety incidents or fatalities in the reported year



02

PLANET

Environmental Performance

TOTAL EMISSIONS

1224.71 tCo2e
25.49% increase over baseline

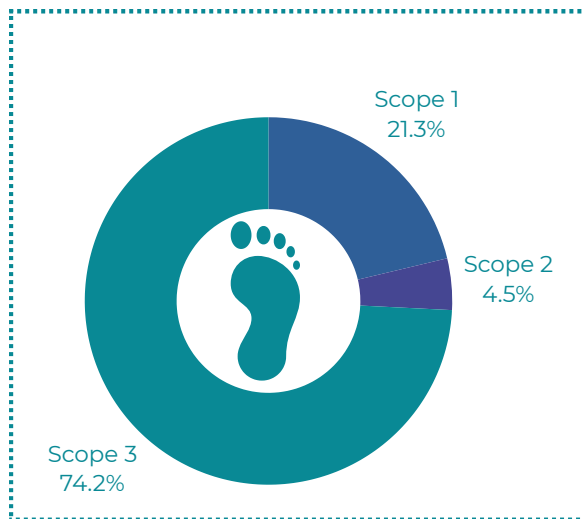
EMISSIONS INTENSITY

7.61 per employee
4.47% increase over baseline

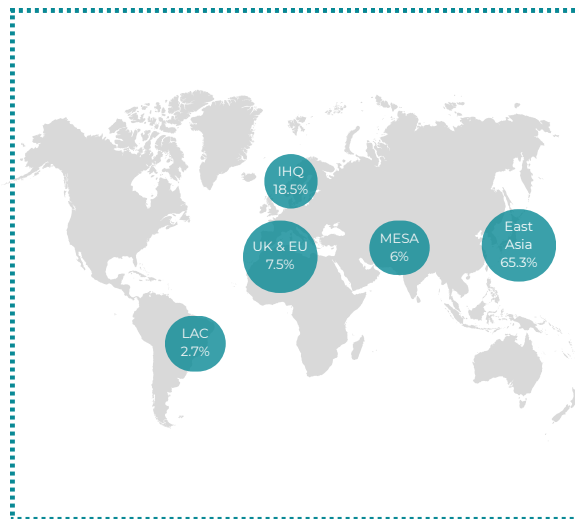
COMPARATIVE EMISSIONS



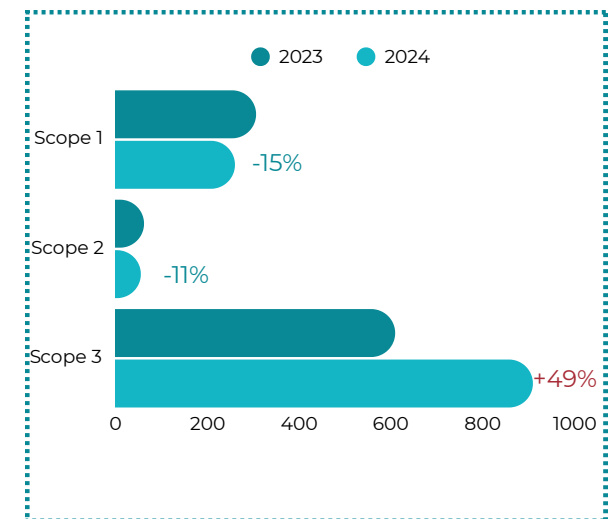
2024 Carbon Footprint by Scope



2024 Carbon Footprint by Region



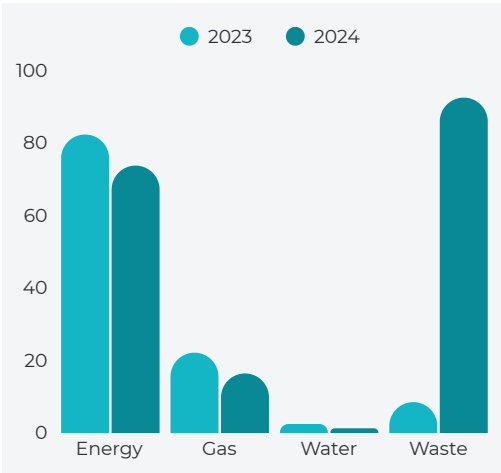
2023 vs 2024 Carbon Footprint



While the overall carbon footprint for the Mission has increased, there's a notable decrease in Scope 1 and 2 emissions, reflecting improved energy efficiency and operational changes. Scope 3 emissions have risen due to major centre refurbishments in Hong Kong and Japan. These projects increased indirect emissions from construction materials and supply chain activities, highlighting the need to address value chain impacts alongside direct emissions reductions.

Environmental Indicators

UTILITIES



60% increase over baseline

Electricity usage decreased by 11%, and gas consumption reduced by 25%, indicating improved energy efficiency. Water use also declined. However, waste and recycling volumes increased significantly, highlighting a substantial rise in waste generation owing to the centre refurbishmen in East Asia. Overall, while there was progress in reducing energy and water use, the notable increase in waste signals an area for further attention.

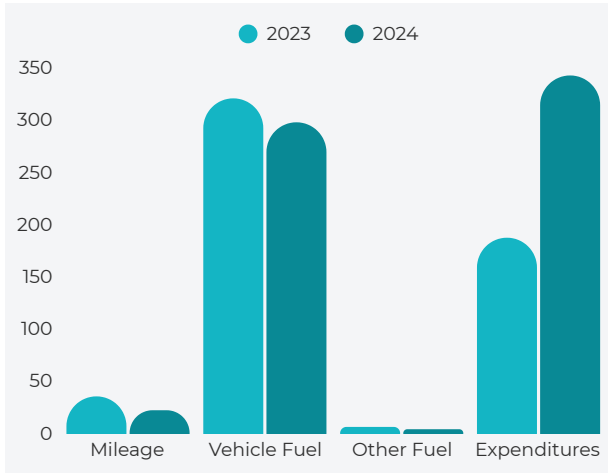
BUSINESS TRAVEL



20% increase over baseline

Flight-related activity increased by 24%, driven by increased travel for port development, regional conferences, and fundraising activities. Meanwhile, other travel decreased and accommodation remained steady, with a slight increase. The shift toward more air travel was undertaken to support organisational growth and engagement.

FUEL & OTHER EXPENSES



11% decrease over baseline for fuel use emissions; 83% increase over baseline in emissions from expenditures

Mileage decreased by 37%, vehicle fuel use dropped by 7.1%, and other fuel use fell by 36.5%, reflecting a clear downward trend in travel and fuel consumption. However, expenditures rose due to centre refurbishments in Hong Kong and Japan, which drove up Scope 3 emissions through increased procurement, construction, and supply chain activities

Environmental Impact

Going Solar at The Mission in Colombo

To address rising energy costs and demonstrate environmental responsibility, The Mission to Seafarers in Colombo transitioned to solar power, making use of Sri Lanka's abundant sunlight. This shift significantly reduced the centre's carbon footprint and cut monthly electricity bills, allowing more resources to be directed toward seafarer services. The move also prepares the Mission for future sustainability initiatives, such as adopting electric vehicles. By going solar, the Mission in Colombo showcases both financial prudence and a strong commitment to sustainable operations.

2.2

tCo2e

Carbon savings
in 2024

41%

Renewable Energy
Mix (kWh)

60%

Cost Savings



Environmental Impact

Mangrove Planting and Marine Conservation in Thailand

The Mission to Seafarers and MAST Human partnered with local authorities and government agencies to lead the Sea Sunday initiative in Bang Nang Rom, Thailand. Through these collaborative efforts, the initiative promoted environmental restoration while honoring the essential contributions of seafarers and fishers to both the local economy and the health of our oceans. The event began with a prayer, followed by the release of 60 mother crabs and millions of juvenile crabs to help replenish local marine life. Volunteers and participants also took part in a beach cleanup and planted 1,500 mangrove trees, supporting both biodiversity and coastal resilience.

60

Mother crabs
released into
the ocean

Millions

Juvenile crabs
released into
the ocean

1500

Mangrove trees
planted



03 PEOPLE



Workforce Overview

TOTAL EMPLOYEES

161

20.15% increase over baseline

TOTAL VOLUNTEERS

284

56.91% increase over baseline

TRAINING HOURS

450

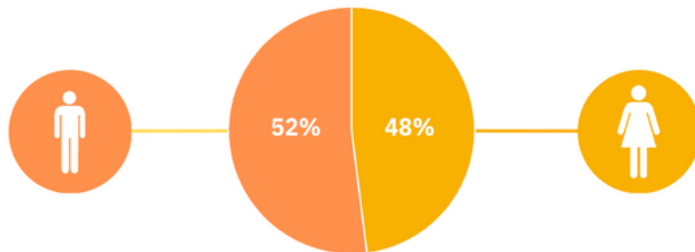
200% increase over baseline

OCCUPATIONAL SAFETY

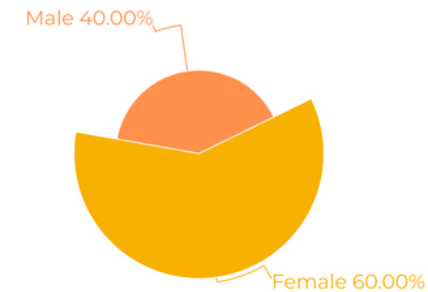
0

Total Recordable Incident Rate (TRIR)

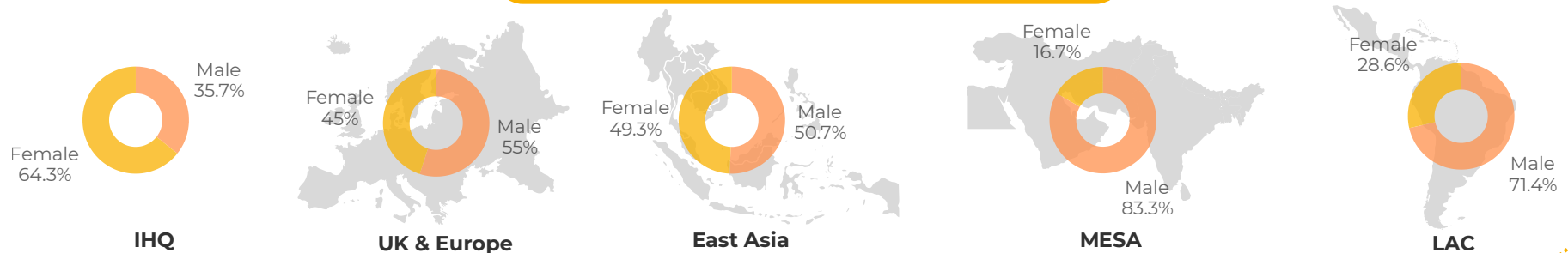
Workforce Gender Composition



Management Gender Composition



Region-wise Gender Composition



People-Focused Programs

All Aboard: LMS Live



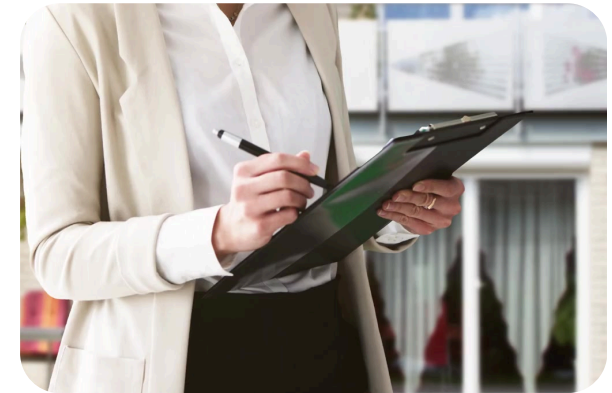
Launched our online Learning Management System and training pathways for all roles across the Mission.

Revitalising Reviews



Appraisal Process: completed review of IHQ process with revisions implemented in 2024. This work has continued with reviews of Branch and Chaplain appraisal processes.

Policy Refresh



Reviews of the UK Handbook, Chaplain Handbook, and all regularly used template documents have been completed, ensuring our policies and procedures remain up to date and effective.

Empowering Success

Enhancing Ship Visit Preparation in the MESA Region

Earlier this year, the Mission's Middle East and South Asia (MESA) Region hosted a conference led by Regional Director Revd. John Attenborough, focusing on best practices for ship visits. The session covered crucial steps such as adhering to port safety and security protocols, prioritising ships based on welfare needs, selecting appropriate materials, and engaging effectively with seafarers onboard. Discussions highlighted the detailed planning and care required to ensure that ship visits provide meaningful support to crews, reflecting the Mission's commitment to seafarer welfare and operational excellence.



Empowering Success

Unity in Europe – Fostering Collaboration for Seafarer Support

The Mission's Europe team gathered in Hertfordshire for a conference themed "Better Together: Collaborating for Best Practices." The event brought together chaplains, volunteers, ship visitors, and centre managers to share experiences and explore topics such as partnership building and volunteer management. Revd. Steve Morgan noted the value of personal interaction, highlighting how meeting face-to-face helped those working in isolated roles feel more connected and supported. This collaborative approach strengthened relationships and promoted best practices across the region, enhancing the Mission's ability to support seafarers.



Seafarer Impact



Supporting Our Seafarers



Expanding Horizons: New Ports and Partnerships

Significant port development projects were launched in 2024 across Greece, Georgia, Saudi Arabia, Indonesia, and India, with benefits anticipated in respect of 2024. Notably, a new fully funded operation in Acu, Brazil, has been made possible through a corporate partnership.

Strengthening Seafarer Wellbeing and Family Support

In 2024, we expanded our mental health and family support initiatives. In the Philippines, our Family Support Network grew through active volunteer committees, with additional guidance provided by the newly appointed Greater Manila Chapter leader.



Supporting Our Seafarers

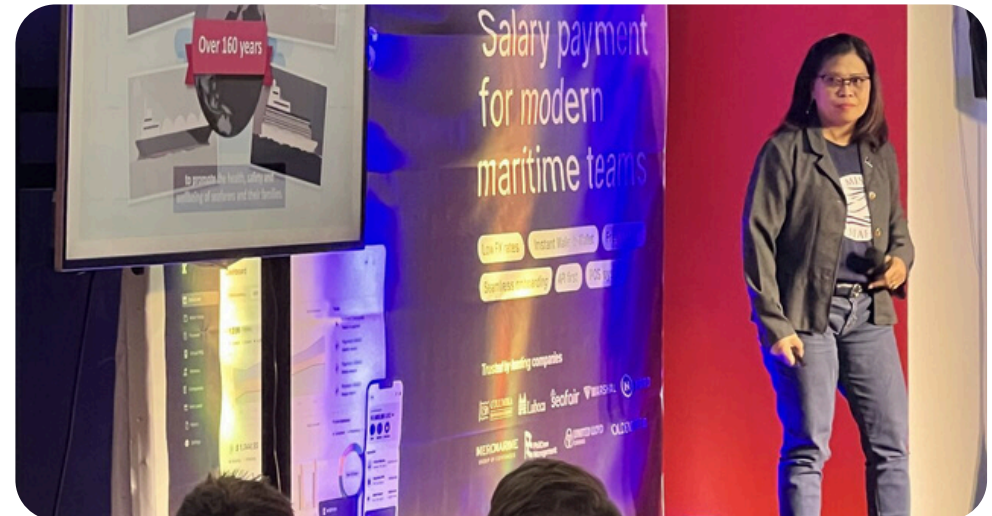


Expanding Suicide Prevention and Wellbeing Support

In 2024, the Mission's Programme Manager trained 680 people in SafeTALK suicide awareness across 46 organisations. Since 2022, over 1,000 individuals from 109 maritime organisations in the EU, Philippines, and Australia have completed suicide prevention training. Our financial literacy and social communication resources have also reached over 90,000 seafarers worldwide.

Empowering Seafarers: WeCare's Growing Reach

In 2024, the WeCare programme provided training to 641 seafarers and their family members, building on its ongoing commitment to seafarer wellbeing. Although the number trained was lower than the 1,526 reached in 2023, the programme made significant strides in accessibility, with 90,570 seafarers having access to WeCare courses this year.



Seafarer aid in action

1 Panama



In Panamá, the team recently prayed with a crew following the unexplained death of one of their younger seafarers. They were comforted to know that our Family Support Network will be supporting their friend's family in the Philippines. Our teams in Los Angeles and Halifax will also continue to support the crew when their ship docks there.

2 Baltimore, USA



The centre was recently renovated, but the collapse of the Key Bridge has halted port operations leaving 159 seafarers stranded on eight ships. Visa and shore pass renewals pose challenges, but our team visits each vessel regularly and we're collaborating with the International Transport Federation and other agencies to support them.

3 Açú, Brazil



The challenges for female seafarers, often with few female crew mates, are significant. Our team prioritises their well-being. On International Women's Day in March, Chaplain Revda. Dilce Paiva de Oliveira was heartened when two female seafarers shared experiences of crew respect, a promising shift in a male-dominated industry.

Seafarer aid in action

4 South Tees, England



The team welcomed a vessel which had been at sea from Japan for 60 days. Together with our colleagues at Stella Maris, we took the crew shopping. Our team have also been busy completing International Shipping Port Security (ISPS) training to improve their integration with local port authorities.

5 Richard's Bay, South Africa



Our team in Richard's Bay have been ministering to two seafarers who ended up in adjacent beds on the same hospital ward after sustaining injuries on board separate ships. The seafarers, from the Philippines and Indonesia, have received prayer and practical support in the form of home-cooked meals, care packages, SIM cards and clothing.



6 Sydney, Australia



Chaplaincy is a 365-days-a-year job and the Revd Tay Un Hui has been working through the public holidays to support seafarers. From helping a seafarer send money home following a death in the family to visiting another who was recuperating in a local hotel following open-heart surgery, the team are always on call.



04

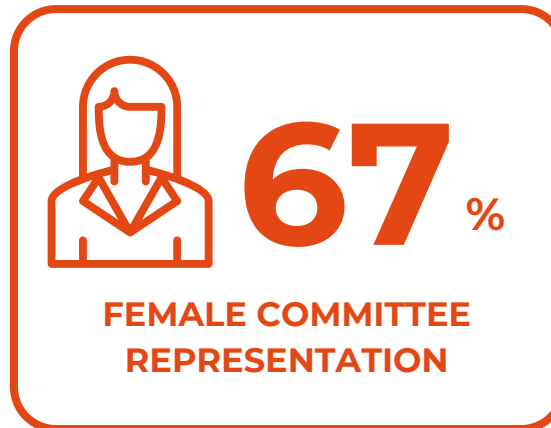
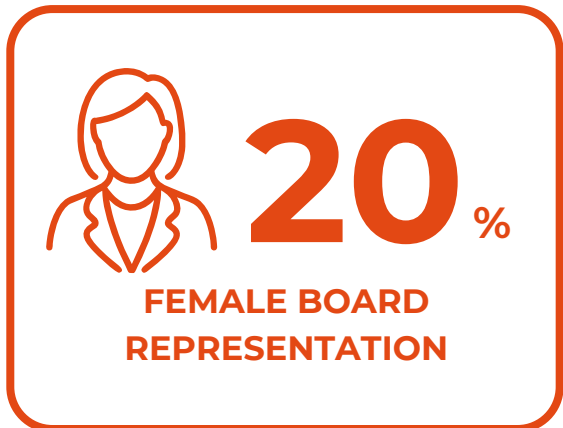
PRINCIPLES

Governance at a Glance



Board Composition

As of 31st December 2024



Board Structure

Board Members as of 31st December 2024

TRUSTEES



Tom Boardley

Chairman,
Board of
Trustees



David Williams

Vice Chairman,
Board of
Trustees



Gary Chapman

Chair,
Audit & Risk
Committee



Peter Cottrell

Chair,
Investment
Committee



Neale Rodrigues

Chair,
Remuneration
Committee



Timothy Smith

Chair,
Grants and Programme
Committee



Mike Power

Trustee
Member



Alexandra Harwood

Trustee
Member



Anisha Franklin

Trustee
Member



Sam Swire

Trustee
Member

Committee Structure

Committee Composition as of 31st December 2024

Audit and Risk

Gary Chapman (Chair)

Trustee Member

Alexandra Harwood

Trustee Member

Neale Rodrigues

Trustee Member

Rachel Lawton

External Committee
Member

Eileen Reilly

SMT in Attendance

Tomi Toluhi

SMT in Attendance

Investment

Peter Cottrell (Chair)

Trustee Member

Alexandra Harwood

Trustee Member

Anisha Franklin

Trustee Member

Eileen Reilly

SMT

Paul Jeffries

External Committee
Member

Tomi Toluhi

SMT in Attendance

Remuneration

Neale Rodrigues (Chair)

Trustee Member

Mike Powers

Trustee Member

Helen Averill

External Committee
Member

Andrew Wright

SMT in Attendance

Tomi Toluhi

SMT in Attendance

Eileen Reilly

SMT in Attendance

Grants & Programme

Sam Swire (Chair)

Trustee Member

David Williams

Trustee Member

Anisha Franklin

Trustee Member

Tim Smith

Trustee Member

Peter Rouch

SMT

Ben Bailey

SMT in Attendance

Governance & Nominations

Thomas Boardley (Chair)

Trustee Member

David Williams

Trustee Member

Peter Cottrell

Trustee Member

Peter Rouch

SMT

Tomi Toluhi

SMT

Governance Highlights



Implementation of a 5% Cost-of-Living Pay Increase

As part of the Board's ongoing commitment to the welfare and financial stability of our workforce, the Board resolved to implement a 5% cost-of-living pay. This decision reflects our recognition of the challenges posed by rising inflation and increased living expenses, and is intended to ensure that our compensation remains both fair and competitive in today's environment.

Advancing Global Governance and Accountability

We continued to develop our global governance to meet the highest professional, legal, and ethical standards promoting transparency and accountability at all levels. To enhance secure communication with our Board, we implemented Board Management Software via a Board portal for secure communication and documentation.



Partnership Highlights



Fostering Collaborative Engagement in Maritime Welfare

Our ethos stresses the importance of partnership and collaboration to the benefit of seafarers and their families. Further progress was made towards working in consultation and active partnership wherever possible – with ports, and with maritime welfare providers, mission organisations, the maritime industry and churches.

Driving Seafarer Care Through Multi-Level Partnerships

The Mission continues to foster intentional, collaborative partnerships for the delivery of care to seafarers. In one exciting development, a corporate partnership made possible the funding of a new operation in Açu, Brazil. The Singapore Dinner and International Awards with 500 participants in 2024 provided a further basis for corporate partnerships.



Collaboration in Focus

Expanding Impact Through Strategic Partnerships

Our Mission thrives on creative and flexible partnerships tailored to local needs. In Panama, our collaboration with Deutsche Seemannsmission (DSM) has grown since 2023, with new staff joining and potential joint work with Stella Maris. Durban remains a key hub, where we work closely with agencies in the International Christian Maritime Association (ICMA), giving us a voice at the International Maritime Organisation. In the UK, we have strengthened welfare services for seafarers through deeper cooperation with Stella Maris UK and QVSR. Across the Anglican Communion, our Mission's effectiveness is enhanced by strong ties with local churches and senior clergy leadership. These partnerships are vital to delivering meaningful support to seafarers globally.



Collaboration in Focus

Charting a Safer Course with IKEA

The Mission to Seafarers partnered with IKEA to strengthen seafarer welfare across IKEA's global supply chain. At the heart of this collaboration is the tailored training programme, "All you need to know about Seafarers," delivered to IKEA's ocean-appointed auditors and logistics teams. This initiative provides practical insights into the key risks faced by seafarers, such as recruitment fees, wage challenges, living conditions onboard, shore leave access, bullying, harassment, abandonment, and the persistent gap between maritime law and everyday realities in labour-supplying countries.

Through this partnership, MtS has supported the integration of robust seafarer protections into a major international supply chain, championed ethical recruitment, and increased awareness of the real-world issues confronting seafarers. This collaboration underscores the Mission's commitment to impactful, cross-sector partnerships and demonstrates how industry engagement can drive meaningful progress for seafarer welfare and human rights.



Continuing the Journey

As we reflect on the past year, The Mission to Seafarers reaffirms its unwavering commitment to the welfare, rights, and wellbeing of seafarers worldwide. Building on the strong foundation established in our 2023 ESG strategy, we have continued to advance our environmental, social, and governance priorities in 2024, ensuring that our work remains responsive to the evolving needs of the maritime community.

Over the past year, we have deepened our focus on supporting seafarers' mental health and wellbeing, expanded our advocacy for fair and safe working conditions, and strengthened our partnerships with industry, faith groups, and local communities. Our environmental initiatives have progressed, with ongoing efforts to measure and reduce our operational carbon footprint, promote sustainable practices in our centres, and raise awareness of climate change impacts on seafarers' lives and livelihoods.

Looking ahead, we recognise that the maritime sector faces significant challenges, from decarbonisation and technological change to shifting trade patterns and increasing demands for social justice. The Mission to Seafarers is dedicated to ensuring that seafarers remain at the heart of these transitions, empowered with the resources, advocacy, and care they deserve.

We extend our heartfelt thanks to our staff, volunteers, partners, and supporters, whose dedication and collaboration make our impact possible. Together, we will continue to champion the welfare of seafarers and drive positive change for a sustainable and equitable maritime future.



The Environmental Action Group

The Mission to Seafarers Environmental Action Group (EAG) is a dedicated team advancing sustainability and environmental stewardship in the maritime industry. Operating across the UK and Europe, East Asia, MESA, and Latin America and the Caribbean, EAG members collaborate to develop regional strategies that support environmental protection and seafarer welfare. Through education, advocacy, and practical solutions, the EAG drives sustainable progress for both the environment and seafaring communities.



Tomi Toluhi

Chief Operating Officer



Alethea Fernandes

ESG Data Analyst



Thomas O'Hare

Programme Manager



Ian Hutchinson Cervantes

Regional Director,
LAC



John Attenborough

Regional Director,
MESA



Stephen Miller

Regional Director,
East Asia



Steve Morgan

Regional Director,
Europe

How can you support us?

Our charity operates in over 200 ports across 50 countries, providing assistance around the clock, every day of the year. We serve 1.89 million seafarers globally - men and women who spend up to nine months at sea, away from their families, friends, and loved ones.

We have a wide range of ways in which you can support our work - from individual and corporate donations, corporate global partnerships and project funding, to legacies and volunteering.

Join us in our mission to support them. You can make a donation online, provide corporate sponsorship, or volunteer your time today. If you would like to discuss any partnership opportunities, please contact:

Jan Webber, Director of Development

Email: Jan.webber@missiontoseafarers.org

or visit www.missiontoseafarers.org/support-us

The Mission to Seafarers

A company limited by guarantee, registered in England and Wales no. 6220240.
A charity registered in England and Wales no. 1123613

