

PERSONAL INFORMATION



Martin John Palmer

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Sex Male | Date of birth 20/09/1959 | Nationality British

PERSONAL STATEMENT

With over 40 years of leadership experience in the global supply chain industry, I have successfully navigated complex and challenging markets worldwide. A seasoned executive, I bring a rare blend of commercial acumen and deep compliance expertise, ensuring seamless operations while upholding the highest regulatory standards. Passionate about international trade and compliance, I am committed to driving positive outcomes for customers, industry stakeholders, and society at large. Recognized for my expertise, I am frequently invited by private organizations and regulatory bodies to speak at industry events, lead customs workshops, and conduct high-impact training sessions.

WORK EXPERIENCE

2016 – Co-Founder | Risk Officer | External Affairs – Hurricane Modular Commerce Ltd

Co-founded Hurricane Modular Commerce Ltd, a pioneering landed cost engine designed to ensure full compliance in global trade. Leveraging over a century of combined expertise in logistics, transport, and IT, Hurricane delivers innovative and flexible solutions tailored for the eCommerce, logistics, postal, and compliance sectors. As Risk Officer and External Affairs lead, played a key role in shaping strategy, mitigating risks, and driving engagement with industry stakeholders.

2013 – Co-Founder | Partner – Supply Chain Compliance Ltd

Co-founded Supply Chain Compliance Ltd, a specialized consultancy dedicated to providing expert solutions in export controls, customs compliance, and supply chain integrity. SCC takes a pragmatic, business-driven approach to compliance, delivering cost-effective and practical strategies that support sustainable growth. Trusted by industry leaders, SCC helps businesses navigate the complexities of international trade while ensuring regulatory excellence.

2019 – 2021 | Board Member – Institute of Export & International Trade / Export Controls

Served on the Export Control Profession Board (ECPB), providing strategic oversight and guidance on export control matters. The ECPB plays a critical role in advising the Board of Trustee-Directors of the Institute of Export & International Trade, ensuring best practices and regulatory compliance in international trade. Comprised of seasoned professionals from business, logistics, academia, and government, the board fosters collaboration and drives excellence in export controls across industries.

2016 – 2019 | Associate – SKS & Partners Ltd

Provided expert consulting services to postal and logistics providers, retailers, e-tailers, brands, and manufacturers seeking to enhance their eCommerce and omni-channel logistics strategies. SKS & Partners specializes in delivering cutting-edge logistical solutions, enabling businesses to optimize supply chain efficiency and compliance. Focused on driving innovation and seamless integration within the logistics, postal, and eCommerce sectors.

2010 – 2014 | Director of Export Control – TNT Express

Reporting directly to the CEO and CFO, overseeing global export control compliance for TNT Express. Led the development and implementation of a comprehensive Export Control Management System, ensuring regulatory adherence across all operations. Spearheaded key initiatives in risk management, regulatory alignment, and industry engagement, with a focus on:

- Bureau of Industry and Security (BIS)
- Office of Foreign Assets Control (OFAC)
- International Traffic in Arms Regulations (ITAR)
- Restricted Party Screening
- World Customs Organization (WCO)

Played a pivotal role in strengthening compliance frameworks within the logistics sector while fostering strategic regulatory relationships.

2004 – 2010 | Director of Global Customs – TNT Express

Led TNT's global customs operations across 200+ countries, overseeing 14.5 million customs clearances annually. Managed a network of 177 owned clearance locations and 135 associate-managed sites, ensuring seamless regulatory compliance and operational efficiency. Spearheaded TNT's Authorized

Economic Operator (AEO) program with 25 successful applications, along with successful C-TPAT (2 applications) and PIP (1 application) certifications. Oversaw a €82 million annual budget while driving strategic initiatives in:

- Regulatory Compliance & Affairs
- Global Customs Strategy
- Customs Clearance Process Optimization

Played a key role in shaping TNT's international trade strategy and strengthening regulatory partnerships within the logistics sector.

1977 – 2004 | Various Senior & Middle Management Roles – TNT Express

Held a range of leadership positions across operations, customs, and service quality, contributing to TNT's global success. Roles included:

- International Customs Affairs Manager – Led customs compliance strategies and regulatory engagement.
- General Manager – Hubs & Gateways – Managed high-volume logistics hubs and international gateway operations.
- Service Quality Manager – Europe – Drove service excellence initiatives across European markets.
- Deputy Air Operations Manager – Europe – Oversaw air network operations and efficiency improvements.
- Country Manager – Ireland – Led national operations, driving growth and operational excellence.
- National Operations Manager – UK & Ireland – Managed large-scale logistics and distribution networks.

Developed deep expertise in international logistics, regulatory compliance, and operational strategy, playing a key role in TNT's expansion and service optimization.

Sector - Logistics

EDUCATION AND TRAINING

- 2013 - Export Compliance Training Institute - Export Control Professional
- 2013 - Export Compliance Training Institute - ITAR Professional
- 2013/14 - IMD, Lausanne – World Class Leadership
- 2004/06 - Warwick Business School - Postgraduate Award in Management and Business Studies
- 1998 - London Business School - Business Management
- 1984 - Ashridge Business School - Senior Management Development

Mother tongue(s)

English

Communication skills

- **Extensive C-Suite Engagement & Negotiation** – Over 35 years of experience collaborating with and negotiating at the highest executive levels across diverse industries worldwide, driving strategic partnerships and impactful business outcomes.
- **Government Relations & Regulatory Advocacy** – More than three decades of experience engaging with senior government officials globally, influencing policy, shaping regulatory frameworks, and fostering strong public-private partnerships.
- **Dynamic & Influential Speaker** – A confident and compelling presenter, frequently invited to share insights at industry conferences, regulatory forums, and high-level corporate events.
- **Respected Industry Thought Leader** – A recognized authority in international trade, compliance, and logistics, contributing to industry advancements through thought leadership, advisory roles, and active participation in global discussions.

Organisational / managerial skills

- **Global Leadership & Operational Oversight** – Successfully led international departments with over 2,000 employees, managing large-scale operations while overseeing an annual budget of €82 million.
- **Comprehensive Management Expertise** – Proven track record in senior management across diverse functions, including Sales, Finance, Airport Operations, General Management, Compliance, Customs Clearance, and Risk Management, driving efficiency, growth, and regulatory excellence.

Job-related skills

- **Exceptional Budgeting & Financial Acumen** – Highly skilled in developing and managing budgets with precision, ensuring financial accuracy and accountability.

- **Expert in Cost Control** – Proven ability to implement strong cost control measures, optimizing resource allocation and enhancing profitability.
- **Effective Problem Solver** – Adept at identifying challenges and devising innovative solutions to drive operational efficiency and business growth.
- **Comprehensive Gap Analysis** – Skilled in conducting thorough gap analyses to identify areas for improvement and implement effective strategies for optimization.
- **Specialized Training Expertise** – Experienced in designing and delivering targeted training programs to enhance team capabilities and foster continuous improvement.
- **Process Design & Optimization** – Proficient in designing streamlined processes that improve efficiency, reduce waste, and ensure smooth operations.
- **System Specification & Implementation** – Expertise in developing detailed system specifications and overseeing successful system integrations to meet business needs.
- **Global Network Management** – Extensive experience in managing and optimizing global networks, ensuring seamless connectivity and collaboration across international operations.

ADDITIONAL INFORMATION

Other Professional Involvements:

- Member of the UPU Consultative Committee
- UN Expert – Export Controls
- Chaudfonatine Group / EU Think Tank Export Controls (Former)
- International Express Customs Conference – Customs Committee (Former)
- World Economic Forum
 - Supply Chain and Global Risk Group (Former)
 - Adviser to transport and Logistics Anti-Corruption Committee (Former)
- Intellectual Property (IP) Crime Group (UK) (Former)

BIO:

Martin Palmer

With over 40 years of experience in the distribution and logistics industry, Martin has held a variety of senior leadership roles, including serving as the Global Export Controls and Customs Director for TNT Express. Throughout his distinguished career, he has developed deep expertise in international trade compliance, supply chain solutions, and regulatory frameworks.

Martin is the founder of Supply Chain Compliance Ltd, a consultancy that specializes in helping businesses integrate international trade compliance into their daily operations. He is also the co-owner of Hurricane Modular Commerce Ltd, which provides landed cost and compliance software solutions to the eCommerce sector.

In addition to his business ventures, Martin has collaborated with numerous NGOs and agencies, leveraging his extensive knowledge of transportation and logistics to combat illicit trade across the supply chain. His efforts span critical issues such as counter-proliferation and wildlife trafficking.

A recognized leader in international trade compliance, Martin's expertise extends to areas such as Export Control, Intellectual Property Rights, Anti-Corruption, and Customs Secured Supply Chain Programs. He is a Fellow of the Chartered Institute of Logistics and Transport (FCILT) and a full member of the Institute of Export and International Trade (MIEx).