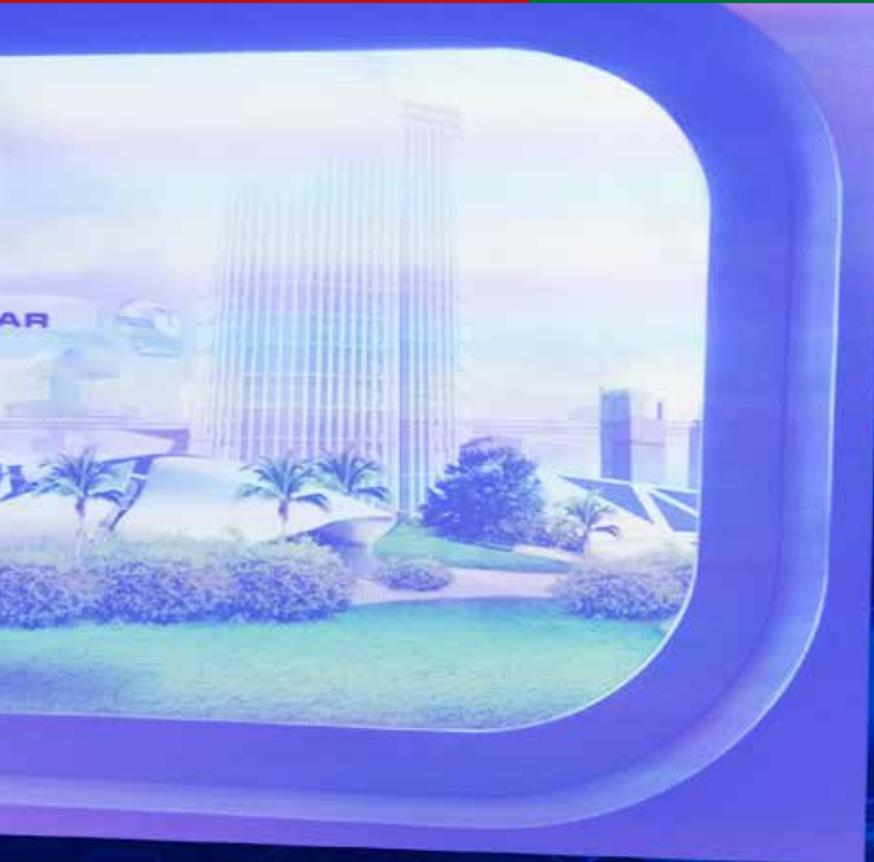


TRISTAR WORLD

TRISTAR NEWSLETTER JUNE 2017
www.tristar-group.co



**GLOBAL
SAFETY DAY
2017**

**ROAD SAFETY
CAMPAIGNS**

**WORLD
ENVIRONMENT
DAY**

**GEARING FOR
2048**



Photos taken at the Tristar Leadership Summit on April 8-9

FROM THE GROUP CHIEF ADMINISTRATIVE OFFICER (GCAO): THRUSTING TRISTAR INTO THE FUTURE



First and foremost, Eid Mubarak and I hope that everyone had a brief yet good holiday break.

As we prepare the prelude to this newsletter, the weather is very hot and summer has set in with the sun blazing in the UAE and GCC. The sweltering heat can take a toll on your health. Of late, you must be reading quite a bit about Tristar in the news. Recently, there were two interviews published in the newspapers, one by GM-RT&W Shivananda Baikady and another by GM-HSEQ & Sustainability Muhammad Akber on how to work safely during Ramadan and this summer with tips like "avoid working under direct sunlight or rest in a cool place as much as possible; have a wet face towel which will come in handy to wash your face and hands if you feel drowsy and warm."

My experience with Tristar is just over a year. The business is diversified and there is something or someone every day who deserves an appreciation. In the present world and circumstances, when many organizations are finding it difficult to sustain their business, Tristar is marching ahead steadily. Our strength is our people; the passion which they have towards this company is unmeasurable - minimum of 10 hours every day, 7 days a week, 365 days a year, consistent in their work, positive attitude and commitment to deliverables....amazing.

While on one side business is steadily growing, we are not lagging behind in our other activities. Knowledge Sharing and Safety are on top of our agenda as you could notice from the various huddles, trainings, safety meetings, etc.

During the second half of 2016, we won many prestigious awards and we hope to continue the trend this year, too. One highlight which I would like to mention here is the "Inspirational Leader Award" handed over to our GCEO, Mr. Eugene Mayne, by the International Business Excellence Awards 2017 committee. I had the opportunity to speak to some Jury members after the award function and they expressed that out of stiff competition, they decided to give the award to Mr. Mayne because it was a story of an individual who built the business with passion, strong foundation and then diversifying it as it has grown.

For me, the best part of this year has been the Leadership Summit on 8th and 9th April, wherein over 60 seniors and key staff from all business lines and from our global network gathered together. All of us sat down and discussed how breakthrough technologies like Artificial Intelligence (AI) and Robotics can thrust Tristar into the future. We also had fun and creative elements during the summit where everyone participated in full vigor. By the way, just to keep ourselves reminded, the theme was amazing..... Tristar in 2048!

We are in the process of reviewing, enhancing and implementing new systems which will not only assist in streamlining processes but also help us in the long run to serve our internal and external customers better. Automation is the goal and we wish to bring to Tristar the latest forms of technology and innovation. We shall be very shortly conducting our Customer Satisfaction and the Employee Satisfaction Survey.

Our thrust towards Happiness and Wellness continues as Tristar now has a Cricket and Football team participating in local tournaments. Tristar Toastmasters achieved, for the very first time in the last five years of formation, the President's Distinguished Club status by reaching nine out of the 10 goals stipulated by Toastmasters International.

Tristar is a story...a story which all of us can share and be proud to be part of this story. Let us all strive to help continue this story of success for a long time to come.

Thanks and regards,
BALAJI NAGABHUSHAN

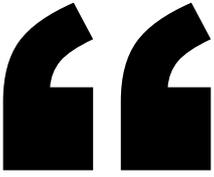


Tristar Group CEO receives 'Inspirational Leader' Award by IBX

Mr. Eugene Mayne received the 'Inspirational Leader' award from the International Business Excellence (IBX) Awards in Dubai which is supported by the Dubai Department of Economic Development. The Tristar Group CEO was recognized for his inspirational leadership in creating a culture of safety and exceptional customer service in the company, enhancing shareholder value, and ensuring ongoing commitment to community. The group was also named 'Best Integrated Logistics Solutions Company' by the MEA Awards sponsored by MEA Markets, a UK-based business publication dedicated to researching and publicizing major moves and events. Tristar won because of the uniqueness of its business, portfolio of customers, and Health and Safety culture.

TRISTAR TURNS GOLD – IN THE FUTURE

By Monica Kiir



The lessons and knowledge that I drew from the summit are immensely valuable and I thank Mr. Mayne from the bottom of my heart for providing us a great platform. The summit was an eye opener. The sky is the limit as far as growth is concerned, and having the opportunity to be part of an organization like Tristar where the idea is to grow beyond our imagination is precisely what I need.

I had the pleasure of attending the Tristar Annual Leadership Summit this year. It was an amazing two-day conference where, we as a company, traveled three decades forward to 2048 under the theme “The Future is Now.”

Over 60 management staff and heads of the different business entities under the Tristar Group were in attendance on April 8 and 9. We all came together to interact, learn and brainstorm on how to propel Tristar to greater heights. The conference provided a platform for each one of us to raise suggestions for the benefit of Tristar as a business, as well as for our individual growth.

Attending the summit was such an honor for me. The fact that I was presented with a platform to share my ideas, no matter how small they were, is something that I will never take for granted. The two days were nothing short of challenging and inspirational. My mind went to work on several levels. The world is moving at a fast pace and we need to wrap our minds around this speed; therefore, travelling to 2048 was in order.

We covered modern day technological developments with a major focus on Artificial Intelligence (AI) and Robotics. AI is fast becoming a part of the modern

world and will be a great part of the future what with human-like robots, drones, and etc. becoming more common. The discussion on AI was a very healthy one, to say the least, as we delved into the possibility of robots performing tasks and interacting with the environment. The possibility of robots working without the aid of human interaction looks very apparent.

Being a Logistics Solutions Provider, we realize that robotics will soon become an important part of our business as we will experience a stronger need for accuracy in our modes of supply so as to keep serving our customers and, above all, keep them satisfied. We also discussed the need to keep ourselves up-to-date with technological advances most especially in the area of logistics. We want to be at par with these developments.

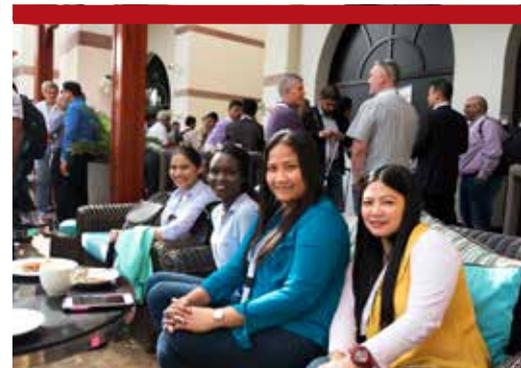
The logistics business is fast evolving. Drones, robots and other autonomous modes of delivery are going to be a reality come 2048. And what better time to plan and prepare than now? This means that data will be our biggest asset as far as fleet control is concerned. Big Data which was another subject of discussion is an important part of our business as it enables us to predict and cater to the needs of our customers even before they

make their requests. Big Data enables us to be our customers’ “mind readers,” so to speak.

With our ever increasing fleet and clientele, we not only feel the need to be constantly on the move, to get better, to constantly improve our facilities, to refine our modes of business transactions, but also to incorporate vital technological trends into our day-to-day activities, to keep us always the logistics company of choice.

I was further inspired by Group CEO Mr. Eugene Mayne’s speech wherein he shared the story of his humble beginnings. In his youth, Mr. Mayne had a dream and an immense sense of determination which kept him pushing and knocking on relevant doors until Tristar was born in 1998. His amazing story made it clear to me as an individual, and as a member of the Tristar family, that I need to work passionately. We need to start working now for the kind of future that we want to attain. We need to be receptive of knowledge. We need to employ innovation and continue dreaming.

I am empowered and ready to face the future. Let’s go 2048!



GLOBAL NEWS



New Somalia Operations

Tristar has been awarded a Turnkey Aviation Fuel Supply Contract in Somalia and Kenya. The contract is to refuel the international customer's aircraft fleet - fixed wing and rotary - at 12 sites in Somalia and Kenya. Tristar's new operations in Somalia covers sites mainly in Somalia, Somaliland and the Puntland regions. Aircraft refueling commenced on May 28 from Beledogle. Somalia is on the eastern edge of Africa, also called the Horn of Africa. It faces the Gulf of Aden on the north, on the east by the Indian Ocean, on the southwest by Kenya, and on the west and northwest by Ethiopia and Djibouti. The country has the longest coastline on the African continent.



AFAL Kenya Improving

The AFAL Team in Kenya received the runner-up award from among 14 distributors of Chevron covering GCC and East Africa for the year 2016. This is an improvement from the 3rd position the AFAL Team registered in 2015. From right to left : James Weichman, Marketing Manager Europe Middle East and Africa Caltex; Abhijit Sarmah, General Manager AFAL; Mouna Malek, Business Development Manager Caltex; George K George, CEO AFAL; Omar Zidan, Sales Manager Caltex; Adriaan De Kok, Area Business Manager Caltex; Umesh Bangera, Logistics in charge AFAL; and Anil Sasidharan, AFAL Uganda.

Sohar Port Safety Week

Last March 27, Tristar Group CEO Eugene Mayne addressed a safety conference in Sohar, Oman with the theme 'Be Safe' held at the Sohar Industrial Port/Freezone Company (SIPC) auditorium. Tristar GM for HSE, Quality and Sustainability Muhammad Akber shared about the group's HSE best practices. Tristar also brought in Ashley Grigg, a road safety expert from the UK-based Royal Society for the Prevention of Accidents (RoSPA) who had discussed about 'Safety Leadership' and 'Road Transport Safety'; Capt. Stephen Bligh from DNVGL who explained about 'Terminal Operations Safety'; and Dr. Abdullah Al Maniri and Dr. Islam Al Balushi, who are local road safety and research scholars, who presented their findings on "Behavioral Safety". The 'Be Safe' event was held for three days and organized by SIPC. Aside from the conference, a Safety Exhibition, blood donation camp, First Aid and CPR training sessions, and seat belt crash testing sessions were conducted inside the SIPC building.



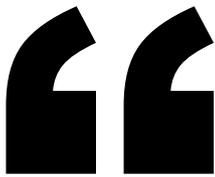
Pakistan Gets High Marks in Safety

Simon Wee (3rd from right) from Shell Global Team visited the Tristar Team in Karachi on February 8 with the regional team of Shell to analyze Control Framework Audit preparations. Wee wrote this note in the Visitors' Logbook: "Great management and passionate staff. Safety is in their hearts and minds." Another Shell Global Team visited the Tristar Karachi operations on March 28 and was pleased to see Tristar's safety adherence and commitment towards goal zero. During the same period Tristar Pakistan also received a commendation letter from Total Parco Marketing Limited for its high level of safety performance during 2016 both in terms of safety and compliance. The letter states: "Tristar Private Limited stands out as one of the most progressive and professional teams fully aligned in meeting and exceeding commitments not only in its business dealings with Total Parco but also in its vision towards streamlining road transport activities specially in terms of safety, security and quality".



TRISTAR SAFETY DAY

By Aurabelle Dian



**“Think Safe.
Work Safe. Be Safe.
From Safety Day...
to Every Day”**



Tristar Safety Day is celebrated every year across the group network. This year it was held on 27th April, coinciding with the International Labor Organization’s World Day for Safety and Health at Work on the 28th April. The theme was “Think Safe. Work Safe. Be Safe. From Safety Day...to Every Day.”

Tristar GM for HSE, Quality & Sustainability Muhammad Akber said the theme highlights the importance of safety not just as a one-day activity but as part and parcel of every action, both on and off the job. He explained: “By thinking safety means to embrace safety in our hearts and minds. As we know that safety is about our attitude and behavior which are directly influenced by our thoughts and emotions. Hence, it goes without saying that unless we think safe from head and heart, the outcome may not necessarily be safe.”

Adam Lalani, Tristar Group Head of IT, presented some cutting-edge technologies that would be used to ensure road safety operations in the future, while Tristar Jafza South facility HSE officer Peter Pereira conducted an interactive session on “Learning From Incidents.”

Tristar Group CEO Eugene Mayne gave the closing remarks and urged everyone to “be safe at all times.” He then led guests and staff in affixing their signatures on the Tristar Safety Day banner as a pledge to uphold the theme on a daily basis.

The event saw the participation of customers and suppliers and corporate friends who also tried the driving simulator and rollover car simulator after the program.



GUAM



HAITI



KENYA



KUWAIT



LIBERIA



OMAN



SOUTH SUDAN



TANZANIA



PAKISTAN



UAE



UGANDA



QATAR

SAFETY NEWS



Tristar supports road safety campaigns in Dubai

The Tristar Group has conducted several road safety awareness campaigns in Dubai in the last few months. First, it joined hands with Dubai Chamber's Center for Responsible Business (CRB) by conducting a workshop on 'Be Responsible- Drive Safe'.

Tristar Group GM for HSE, Quality and Sustainability Muhammad Akber conducted the workshop on March 30 at the Dubai Chamber main premises. The event was attended by more than a hundred commercial and heavy duty truck drivers and managers.

The Middle East has the second highest road traffic fatality rate in the world. Road accidents are believed to be the No. 2 killer after cardiovascular diseases in the UAE. On the other hand, use of mobile phones while driving is among the top five causes of accidents in Saudi Arabia. This is the reason why Tristar is also active in promoting its road safety campaigns in the GCC.

The company gathered almost 400 employees to reiterate the group's 'golden rules' on road safety, including the use of 'Stop Work' Card to be invoked by employees to refuse or to stop any unsafe work (full story on Quarterly Safety Meeting on this page).

During the Gulf Traffic Week last March, Tristar hosted the pedestrian safety initiative of the the Roads and Transport Authority (RTA) on March 15 at its labor accommodation in Jebel Ali Industrial Area No. 3. Hundreds of workers from neighboring labor camps also took part in the awareness campaign and were given free medical check-up and refreshments.

Every year since 2014, Tristar and the the Traffic Department of the RTA have been collaborating on offering road safety and pedestrian safety awareness sessions.



Quarterly Safety Meeting

The Delhi Private School near Ibn Battuta Mall in Jebel Ali was the venue for the March 24 Quarterly Safety Meeting where almost 400 Tristar drivers and ground staff attended together with Tristar managers, led by Group CEO Eugene Mayne, and operations personnel, including a number of customers and suppliers.

As in all quarterly safety meetings, there were several individuals who delivered 15-minute best practice presentations on safe driving, behavior-based safety, tire safety and vehicle safety. The top performing drivers were also recognized under the Drivers Professional League or DPL program. Based on their HSE performance every month the top drivers are rewarded with cash. Mr. Mayne handed the envelopes to them.

Another highlight in the gathering was the testimony of Tristar Assistant GM for Operations Arundhan Alphones who shared about his struggles and triumphs.

"At age 14, I was left alone with my younger sister and brother as our parents passed away. Relatives provided temporary shelter which lasted nearly 6 months. I had to quit my schooling and worked as a helper for our daily living and education expenses of my sister and brother. My dreams were shattered and I had to give up my favorite sports, football, and left the school and club," Arundhan narrated. He explained that he continued to work till he reached 18, from being a cleaner, plumber, carpenter, welder, and, finally, a driver.

Arundhan added: "I was supported by many well-wishers seeing my hard work and sincerity in completing the jobs assigned to me. Gradually, I finished my high school and an accreditation diploma course which was my first step to lay the platform where I further developed from being a driver to supervisor. Subsequently, with couple of promotions I reached the level of Transport Road Safety Officer in Shell in India where I worked for 19 years."

Arundhan joined Tristar as HSE Manager in 2015 and after only four months was promoted to his current position where he is responsible for putting up strong control barriers for Road Transportation, Gate Inspection, and Surprise Checks for Non-Compliance.

As a former professional driver he initiated road safety trainings at the labor accommodation using local languages for easier understanding. "I am happy to join Tristar and I feel the maternal care the company has provided me to learn, develop, sustain and eventually to continue to improve," Arundhan said.

CORPORATE SOCIAL RESPONSIBILITY



Tristar celebrates World Environment Day

“Connecting People to Nature”, the theme for World Environment Day 2017, on June 5, implores Tristar staff to get outdoors and into nature, to appreciate its beauty and importance, and to take forward the call to protect planet Earth.



Somalia discussed the Tristar Environmental Policy and the WED theme.



Qatar planted seedlings outside its premises.



Guam planted different types of plants around the terminal and picked leaves to create the WED banner.



Uganda conducted a nature walk at the Entebbe Botanic Gardens and planted seedlings in a school ground.



Haiti planted a seedling and a few days after cleared plastics in a beach area as an initiative in making Haiti 'Plastic-free zone'.



Pakistan planted a seedling and planned to plant 100 trees this 3rd quarter



Kuwait conducted tree planting and blood donation in celebration of World Blood Donor Day (June 14)



South Sudan staff have taken tree-planting and gardening as a hobby around their sites and accommodations.



Liberia celebrated at its newly constructed Aviation Fuel Depot in Monrovia with a special guest who planted a seedling.



Kenya shared personal experiences of connecting with nature and conducted tree-planting.



Oman planted seedlings and committed to 'Think Green, Go Green'.



Central African Republic participated in tree-planting within the fuel depot premises and pledged to keep on planting trees.



Democratic Republic of Congo planted seedlings and pledged to "healthy environment, fewer plastics, drive less, waste less food and teach each other to care".



Tanzania planted seedlings against the wall of the Tristar compound

STAFF NEWS

Total Drivers Forum

The 1st Quarterly Drivers' Forum 2017 of Total was held on March 7 where the best drivers among hauliers were recognized by the Oil Major. Tristar's Syed Ghazanfar Hussain and Abid Badshah won first and third place, respectively. Other Tristar drivers also won prizes handed over by Total Managing Director Thibaud De-Lisle and Total HSE Manager Anurag Kshattriya.



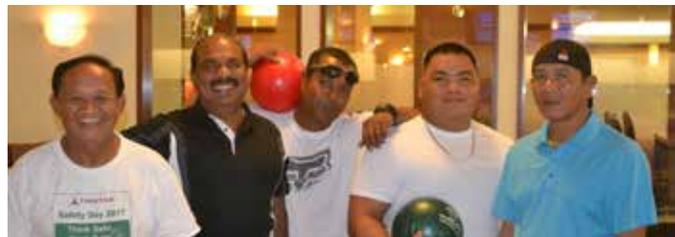
Shell Awardees

Aside from Tristar Oman staff receiving awards from Shell last February, three staff from the head office in Dubai were also declared winners at the Shell Haulier Conference. They are Ravi Chathukutty (2nd right), Best Supervisor, Sukhwinder Singh (2nd left), Best Driver, and Saeed Ahmed, Best Driver Trainer.



International Women's Day

The women at the Tristar head office in Dubai posed together with a certificate celebrating International Women's Day on March 8. The theme for 2017 challenged women to take groundbreaking action that truly drives the greatest change for women - #BeBoldForChange.



Tristar Guam Team Building

Tristar Guam conducted a team building activity at the Leo Palace Resort, Bowling Alley, on May 19. The staff were divided into groups from different departments which gave them the opportunity to get to know one another and find ways as a team to win bowling games.



Tristar Oman Cricket Champions

Shell organized a cricket tournament in Muscat for its hauliers on March 3 which was won by Tristar Oman for the second consecutive year. Coincidentally, the Road Transport and Warehousing Division in the UAE also won as champions on March 10 in Dubai.

Shell Safety Day

The annual Shell Safety Day was celebrated by Tristar Oman on



May 10 with Ms. Fawzia Abdul Aziz, Logistics/Road Transport Contract Manager Shell LSC, sharing the theme 'Care, Dilemmas and Risk Normalization' before Tristar staff. Earlier in Dubai on April 27 during the Tristar Safety Day, Richard Belleza Dy, Corporate HSSE Manager of Shell Markets (Middle East) Ltd., also discussed the Shell theme.

Iftar at Labor Accommodation



Tristar Group CEO Eugene Mayne greeted ground staff at the Labor Accommodation an advance 'Eid Mubarak' during the iftar held on June 21.

For suggestions/comments, please email: newsletter@tristar-transport.com

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