

TRISTAR WORLD

TRISTAR NEWSLETTER APRIL 2018
www.tristar-group.co



20
YEARS

OF SAFETY,
SERVICE &
SUSTAINABILITY

2ND
PROFESSIONAL
SHELL HAULIER

TRISTAR
SUPPORTS
SOUTH SUDAN
FOOTBALL TEAM

HAPPINESS
DAY IN UAE
AND GLOBAL
NETWORK

Road Safety
Awareness Campaign

LET'S
GO
HOME
SAFELY

ESHIPS (TRISTAR SHIPPING) CEO



Whilst the shipping markets have been challenging in the past few years with many traditional operators struggling, Tristar has as part of its integrated strategy recognised the opportunity to cautiously expand in this segment of logistics. First in late 2013 came the order of 6 newbuilding MR Tankers with Long-Term Charters to Shell for delivery in 2016 and second came the acquisition of Eships in Q1 2016 to add additional vessels and the operating platform including personnel capable of running not only the existing Eships business but also the MR tankers to be delivered.

From a small fleet of 7 Coastal vessels at year-end 2015, Tristar / Eships had by

year-end 2017, 23 vessels comprising 8 coastal and 15 ocean going vessels.

In Q1 2018, Eships increased its fleet to 24 when it purchased its first Dry Bulk vessel since 2013, re-entering a market that Eships had exited under its previous shareholder. This acquisition has demonstrated the group's ability to continue growth whilst diversifying within each business segment. Eships is a 100% subsidiary of Tristar and with the shareholders' vision and support, the shipping business has grown in less than three years from assets of \$20m to over \$320m contributing 1/3 of the group's EBITDA in 2017.

Tristar / Eships is currently reviewing the shipping strategy for the coming years in conjunction with its shareholders and is positively looking at the opportunities available in the market. New regulations in relation to clean ballast water and low sulphur emissions will be coming into effect in the coming years and Tristar / Eships has already thought forward and put in place (the MR tankers have modern ballast water treatment plants) and started the planning to meet the new regulations well in advance of their implementation.

As with all of the Tristar Group business, CSR is at the forefront of any Eships business decision and growth opportunity discussion. In 2016 Tristar / Eships won the Seatrade CSR award and in 2017 Tristar / Eships won the Seatrade Middle East Shipping Company of the year award.

The shipping business of Tristar / Eships continues to grow, and to continue with the historic corporate values of both companies they are now well integrated. In 2018, we have further strengthened our Technical and Senior Management Team by the appointment of Sanjay Sachdev as Technical Director on 2 February 2018.

As 2018 progresses, we anticipate that there will be further growth of the shipping business and we look forward in the future to regularly update you about the progress of shipping business through this newsletter.

Regards,

Chris Peters

Chief Executive Officer
Eships



GCEO WITH SOUTH SUDAN VP

Tristar Group CEO Eugene Mayne made a courtesy call to South Sudan Vice President H.E. James Wani Igga (second left). Mr. Wani Igga was the guest of honor when Mr. Mayne turned over a block of three classrooms to the Gabat Primary School in Juba in January 2013 as a CSR project of Tristar in the capital city. Mr. Mayne also met with a number of ministers and visited some fuel sites and the APCL Terminal during his stay.

SECOND SHELL PROFESSIONAL HAULIER FOR TRISTAR



“Shell has officially announced today that Tristar Oman has provisionally achieved professional status,” emailed Road Transport and Warehousing GM Shivananda Baikady to Group CEO Eugene Mayne on December 19, 2017. Mr. Baikady explained that there will be a review after six months and upon successful completion of the review “we are a Shell Professional Haulier in Oman.”

On February 20, 2018, the Shell Professional Haulier’s crystal trophy was handed over to Victor Mascarenhas, Tristar Oman’s Assistant General Manager, by Ali Al-Rahbi, Shell RT Manager – Oman-UAE.

Tristar UAE was assessed and certified by Shell Markets Middle East (SMME) in September 2013 as its first ‘Professional Haulier’

in the Middle East and South Asia (MESA) region for scoring above the mandatory requirements of a recent Global Haulier Assessment (GHA) audit conducted by a team of Shell executives on its UAE operations.

The GHA is a comprehensive audit tool used by Shell globally to assess the operations of its road transport hauliers which cover the Seven Pillars, namely Driver Management, Journey Management, Vehicle Management, HSSE Management, Organizational Behavior, Customer Service, and Financial Efficiency.

For the latest professional haulier status, only four pillars were evaluated covering Driver Management, Journey Management, Vehicle Management and HSSE Management.

structure and system to sustain and improve their operations.

The majority of the risks associated with operations are related to quality which are generally ignored. With the quality management system the Tristar team can identify proactively and improve the system by addressing risks before they actually turn into customer complaint such as inadvertent shipment or any other quality failure. The certification will generally improve the overall performance and customer satisfaction of the company.

TRISTAR PAKISTAN GETS ISO 9001

Tristar Pakistan got certified against ISO 9001:2015 standard last December 2017. The certification was issued by Bureau Veritas UKAS management system.

The benefits of ISO 9001 certification is that it provides Tristar a management system for whole quality assurance which can be used as foundation for any other system to integrate and for further improvement. The certification will further improve Tristar’s credibility and image among the various hauliers in Pakistan which don’t have a proper



TRISTAR WINS OUTSTANDING ACHIEVEMENT AT THE TANK STORAGE AWARDS 2018

Tristar’s General Manager Vikraman KK won the Outstanding Achievement Award 2018 for Tristar Terminals Guam Inc. (TTGI). The award was handed over to him at the Tank Storage Awards 2018 gathering held in Rotterdam, The Netherlands, on March 20. The award recognized his work on the Fuel Farm which is the largest fuel storage facilities in the Pacific. The Fuel Farm is spread over 237 acres with 4 million bbl storage capacity and has 26 tanks interconnected to Port Authority of Guam’s oil berths and other major customers.

Mr. Vikraman has been the driving force for the success of TTGI since the time it was acquired from Shell Guam Inc in November 2009. TTGI has grown tremendously to be a major and preferred fuel storage and terminalling partner for various commercial, defense and government agencies in the Island of Guam. He is a mechanical engineer by qualification and has worked in different geographical zones ranging from South Asia to Middle East, and to Central America for large multinational state and privately owned oil and gas enterprises.





SOMALIA UPDATES

By Mukesh Sharma
Turnkey Operations, UAE



Kismaayo Aviation Facility

Tristar has mobilized the Aviation Facility in Kismaayo for UNSOS operations. The Into-Plane Refuelling Operations commenced on February 14. The Kismaayo UNSOS team was jubilant at the start of the operation as it signified the end of their drum operation.

JIG Inspection

JIG International Inspection was conducted for all the six Aviation sites in Somalia in February. This is the first JIG inspection for most

of the sites since takeover of the operation from previous contractor. The inspection has identified some very good improvement plans and they will help further align Tristar's Aviation Operation with the standard requirements.

EFMS Implementation

EFMS (Electronic Fuel Management System) has been implemented and in rollout stage at all UNSOS sites in Somalia. Tristar has played a key role in the implementation process and the system is being implemented in all Aviation sites in Somalia.



Automatic Tank Gauging System (ATG)

For automatic real-time inventory overview of the stock held in the tanks at various sites in Somalia, Tristar has installed Automatic Tank Gauging (ATG) System in Mogadishu, Belet Wayne, Baidoa, Beledogle and Dhobley sites, which gives Real Time Tank Gauging, Batch Report for internal and external transfer, API calculator, reliable alarm handling, etc. The system is fully developed in such that the ATG master control can communicate with the RTG (Radar Tank Gauging), Field Communication Unit (FCU), and Data Accusation Units (DAU) to collect measured data like level/temperature. The slave protocol server exchanges tank data between the tank server and the host computer.

SAUDI ARABIA UPDATES



New Warehouse Compound

Tristar KSA called United Stars has a new warehouse compound in Dammam Modon Second industrial area which has an area of 20,000 sqm while the warehouse is 9000 sqm big.

New Business Win

United Stars signed a contract with Sabic on February 1 for the transportation of gases (Liquid Nitrogen, Liquid Co2 and other type of gases) for three years. The contract covers domestic transport and GCC transport.



AFAL Ground Activities

In a bid to create further awareness and increase sales of Caltex lubricants, the AFAL team has conducted several garage storms around the country. The team literally 'stormed' several garages and auto spares around Nairobi, Kisumu, Kisii, Thika and Eldoret to talk to mechanics and car owners about the benefits of using Caltex lubricants. They handed giveaway items and reconnected with the people and communities that have a stake in Kenya's automotive industry. About seven garage storms were conducted in March as part of the Caltex BebaBeba promotion. The on-ground activities were broadcasted live on radio across the country.



Visiting Journalists

VISITING DELEGATES

The Tristar Head Office hosted two delegations in March. The first group composed of 22 post-graduate students from top Indian business school near Mumbai, Dr V. N. Bedekar Institute of Management Studies (VNBRIMS), visited the Tristar Group on March 8 as part of their educational tour in Dubai to understand how to swiftly navigate through the globalized, multicultural and ever-evolving business landscape. The students were accompanied by Dr. Nitin Joshi and Prof. Kanchan Akshay from VNBRIMS. They were given an orientation of the group's operations in Road Transport, Warehousing and Shipping, as well as the company's breakthrough blockchain technology that is changing the way business is done in the logistics sector.

The second delegation were journalists and editors from 10 publications and online portals covering shipping and logistics. They were mostly from Europe and were in Dubai for a three-day visit to companies connected to shipping and ports. Tristar Group CEO Eugene Mayne addressed them on March 26 and shared his professional life story and business success. The tour was organized by Blue-C which has conducted over 50 maritime and offshore energy press tours during the past 15 years and it was their 5th press tour to Dubai. "We want to focus on the leading players in maritime business and to keep companies/management on a name to name basis with strategic media stakeholders, the maritime press," explained Christina Dupré Roos, Partner and Press Relations Manager of Blue-C.



Management students from Mumbai

NEW ABU DHABI FACILITY



The facility at ICAD 2 or Industrial City of Abu Dhabi 2 has almost 50,000 sqm of area, offering tailor made logistics, Supply Chain Management (SCM) service options to customers for transport, warehousing, storage and distribution services, and workshop with easy access

to the site without traffic. The location is one kilometer to the sea and is 25 kilometers away from Abu Dhabi airport. It is also strategically located to Khalifa Port (80kms) and near the highway which connects to GCC countries, as well as the Etihad Rail project and ADNOC distribution center.



NEW TRUCKS

Five Mercedes-Benz Actros 3344S 6x4 Trucks were acquired by Tristar. These unique trucks present the UAE's roads with the latest in active and passive safety technology through their innovative system of Active Brake Assist 2. Besides the standard electronically controlled Telligent® braking system with Anti-lock braking system (ABS) and Acceleration skid control (ASR), the truck is also equipped with the optional Active Brake Assist. The Active Brake Assist system operates with three radar beams, which constantly scan an area of 1 to 200 meters ahead of the truck. Radar detection of a collision with a moving obstacle would result in the driver been given a visual and audible alert by the system. Depending on the severity of the situation, the system will react with a partial braking maneuver and, if necessary, even initiates an emergency braking to standstill. Thus, the Active Brake Assist helps to avoid dangerous rear-end collisions, for instance at the end of a traffic jam, and minimizes the impact for occupants in case a collision is inevitable.

QUARTERLY SAFETY MEETING

Due to the drivers' demand to listen to him again, Dubai Police Omar Muslim Osman spoke at the February 16 Quarterly Safety Meeting (QSM) and reiterated the new traffic fines of the Dubai Police. Mr. Omar was also a resource speaker at the October 29 QSM.





HSE DEPARTMENT'S 'GOAL ZERO' INITIATIVES

By Zaheer Ul Haq Abbasi
HSE Officer, UAE



HSE trainings and initiatives are being conducted regularly to enhance the skills of Tristar employees. These are being undertaken to achieve "Goal Zero" in Tristar Group. HSE developed a comprehensive safety training plan for 2018 for drivers, helpers, front line supervisors, as well as managers and admin staff.

The HSE Leadership training for front line supervisors and managers consists of eight modules, or two modules per quarter. 'Being A Good Safety Leader' and 'Recognizing What Drives Behavior' were cascaded in the 1st quarter with theory and group activities last February 8.

Participants were divided in four groups and each group performed interactive activities to discuss about the concept of "Effective

and Ineffective Leadership" and the "Plan, Do, Check & Act (PDCA) cycle". Two more practical group activities were performed by the participants to become comfortable with identifying a behavior's antecedents or consequences and to connect the Intervention/Coaching Guidelines with what front line supervisors/managers already know and make it easier to remember.

Tristar is certified for Integrated Management System (IMS) of Quality 'ISO Standard 9001:2015', Environment 'ISO Standard 14001:2015', Health and Safety 'OHSAS 18001:2015', and Road Transport 'ISO Standard 39001:2012'. To enhance the understanding about IMS, policies and procedures, the HSE Department conducted a refresher training on March 13.

On March 19 the security guards detailed at the new Abu Dhabi facility underwent a training on controlling safe barriers to be able to handle any unsafe conditions and deal with any emergencies.

Office Housekeeping has tasks that can make everyone safe and feel comfortable during working hours. Since employees spend most of their waking hours at the office, the importance of 'Office Housekeeping Safety' was explained thoroughly during a training session on March 22.

The HSE Department also organized a Hearts and Mind session on "Non Driving Hazards for Drivers" on March 30. The objective of the training is to instill an 'Engine Off, Safety Off' mindset.

BARRIER THINKING

By Kannan Radhakrishnan
Warehouse Manager, UAE



Barrier Thinking is basically a safety awareness and alertness training session designed to educate all the helpers, forklift operators and supervisors on the warehouse ground with simple examples on how to be more cautious in every activity that they handle in their daily operations.

Each helper was asked to identify one activity that they handle in daily. It was named 'Hazard'. Then they were asked to identify all the expected potential threats and dangers pertaining to that hazard. Finally, they come up with all the valuable process that need to be followed in sequence to execute that the activity is safe and successful.

It was a good training tailored to educate all the ground level staff on how to be more alert while working with utmost focus and concentration. This is still an ongoing training organized by GM-RT&W and AGM-Operations every Saturday for two to three hours.

The benefits: ground staff expressed their ideas and views on safety more freely and most of them used were able to talk without experiencing stage fright.

Aviation Training in Mali



An Aviation Training Program and a JIG Inspection were conducted in Mali from January 16 to 22. Overall, 44 participants attended the workshops whose goal was to impart knowledge in Aviation Fuel Quality and operation procedures, with an emphasis on the identification of good practices and for further providing recommendations

for improvement. The training included topics on contamination, storage tank commissioning/drainage, into plane fueling, and other services.

Driver Training at RAK Operation

A driver training and safety walkabout session was held at the Ras Al Khaimah Tipper Operation on March 26. Several topics were discussed such as the 5 Tristar Golden Road Rules, Fatigue Management, Vehicle Inspection, Tire Safety, and Learning from incidents.



Forklift Training at Warehouse 2 and JAFZA South

Civil Vocational Training Center conducted a Forklift Safety Operating Skills training at Warehouse 2 last year and at JAFZA South last March 27. The training was coordinated by Yakhoob Ahmed of the HSE Department. It covered topics ranging from causes of forklift accidents to preventing cargo spills and proper forklift truck maintenance.

SHEIKH KHALIFA EXCELLENCE AWARD



The Sheikh Khalifa Excellence Award's (SKEA) body handed Tristar an Appreciation Award for its efforts and commitment towards continuous improvement aimed at enhancing business and operational excellence. The award - which is a crystal plaque with a message from His Excellency Khalifa Bin Zayed Al Nahyan, President of the UAE - is displayed at the Head Office's Wall-of-Fame.

IT AWARDS



Tristar Group Head of IT Adam Lalani was the recipient of two awards, the CIO100 award from Computer News Middle East in January, and the best CIO in Transportation and Logistics at the Enterprise Channels MEA Catalyst Awards in March. Lalani (extreme left) led innovative projects in the company such as the Blockchain platform which makes Tristar the first logistics provider in the region to utilize the technology. Other innovations are the Tyre Pressure and Driver Fatigue Monitoring, while Analytics and Robotics projects are still works in progress. Additionally, the IT Department was a finalist in the category of "Business Operations Transformation" at IDC's CIO Excellence Awards in February.

CHEVRON AWARDS AFAL



In mid-March 2018, key members of the AFAL team travelled to Dubai for the Chevron Summit, a congregation of members under the Chevron family of brands to recognize and appreciate the work of each team. AFAL garnered four awards under the Chevron DTL program 2018:

1. Consistent customer education and interaction.
2. Operational Excellence.
3. Building Capabilities.
4. Best local site marketing initiatives and program deployment.



BP Awards Tristar 4PL

BP appreciated two Tristar 4PL staff during the BP Drivers' Forum held on February 20. BP Global Supply Chain Manager - Middle East/KSA Julio Salazar handed the awards to Ravichandran Sooran and Sanjaya Chaturanga who had observed the following:

- Loading Ramp: crack has appeared on a side bar.
- Man Cage : crack has appeared bottom of the cage.
- CD (called as staircase): wheels not have proper locks
- Uneven Roads: can see pits on the roads which are dangerous when moving forklifts.



Total Awards Tristar Drivers

Total Middle East MD Thibaud De Lisle congratulated and awarded four Tristar drivers who make it in the Top 7 of the Total Driver League Award. They are Syed Gazanfar, Ammad Thaye Memannil, Sandeep Singh and Devi Prasad Oli.



Shell Awards Tristar Bulk Lube Oil Team

On February 25, Tristar's Bulk Lube Oil Team members received awards from Shell. They are John N.J., Akshay Katoch and Vikas Vasant - all operation supervisors. They were recognized for their work on handling Shell's Bulk Lube Operation successfully. Present at the event were Tristar GM - RT & W Shivananada Baikady and Tristar Business Development Manager Manjunath Perubai, who were also given special memento.

TRISTAR SUPPORTS SOUTH SUDAN FOOTBALL TEAM



Tristar Group CEO Eugene Mayne signed an agreement with the South Sudan Football Association to sponsor foreign coach, Ait Al Hassen Abdmalik, for the National Team. Mr. Mayne said it was Tristar's way of continually engaging with the community of South Sudan and the youth in particular since sports is an excellent way of motivating the youth. He also expressed hope that the team would one day bring glory to the nation

by lifting the World Cup Trophy. The gesture has been greatly appreciated by the local community and Minister of Culture, Youth and Sports, Dr. Nadia Arop Dudi, conveyed her special appreciation. Mr. Mayne was given his own jersey by South Sudan Football Association President Francis Amin at the signing ceremony witnessed by Tristar South Sudan Country Manager Ravneesh Aujla.

COMPUTER LAB FOR SCHOOL CHILDREN



After donating a block of three classrooms to the Gabat Primary School in Juba, South Sudan in January 2013, Tristar recently provided a Computer Lab to the same school which has become the first school in South Sudan to offer computer classes. This initiative is in line with Mr. Eugene Mayne's vision that children should have a sound technology base. Four classes a day from the 5th to 8th Level students are benefiting from the lab. It was observed that they have shown tremendous enthusiasm and keenness to learn about basic computers.



AFAL SPONSORS SCHOOLING OF TWO ORPHANS

AFAL in Kenya led by Abhijit Sarmah is supporting the education of two orphans who used to live at the Kisumu Kachok Dumpsite in Kisumu County. David Otieno and Mark Vincent have finally been given the chance to pursue their secondary school education at Maseno Boys High School and Ramba Boys High School, respectively. The two boys were orphaned at a young age and have spent most of their lives scavenging for food and shelter and sold plastic, metal and cartons to fund their primary education. On February 17, Sylvia Okado of AFAL and a representative from the MajiMaji Kenya Trust visited Mark Vincent at Ramba Boys High School.



SPECIAL OLYMPICS IN GUAM

The Special Olympics Guam is a sports event for people with disabilities. It provides equal opportunities for all athletes regardless of their degree of disability. This year the event took place on March 17 where Tristar Guam staff sponsored three awards tents and hosted the awards for long jump, standing jump and MATP or Motor Activity Training Program.



BLOOD DONATION

The Indian Association in South Sudan organized a blood donation camp in Juba on the occasion of Republic Day on January 26 and 27. The venue was Blood Bank, Ministry of Health where 17 Tristar South Sudan staff volunteered enthusiastically. They came in second only after the Indian Army whose count was 21 volunteers.



Over 300 Toastmasters in the UAE joined members of the Tristar Toastmasters Club, to celebrate their 100th meeting and six-year anniversary. Five inspirational speakers from different countries shared important tips on how to become better listeners, better speakers, better leaders and ultimately world champions.

The audience listened to the 1995 World Championship of Public Speaking (WCPS) winner, Mark Brown from the US; 2011 WCPS second-place winner Kwong Yue Yang from China; 2016 WCPS finalist Kaishika Rodrigo from Sri Lanka; 2017 WCPS finalist Saveen Hedge from India; and sought-after public speaker in 'Humor in Communication' Chendil Kumar from India.

THREE TRISTAR TOASTMASTERS MAKE IT TO TOP 3 AT AREA CONTEST

Tristar Toastmasters delivered an awesome performance at the recent Area 35 Contest against the winners of these five clubs: Dunes Toastmasters, Srilankan Professionals Toastmasters, Digerati Toastmasters club, Barsha Toastmasters club and QSUM (Quantity Surveyors University) club.

The Tristar Toastmasters Club had these winners in the Top 3 in three categories:

- Johnichan George, 2nd place in International Speech;
- Dilan Dalmeida, 3rd place in Evaluation

Speech; and

- Jayesh Menon, 3rd place in Humorous Speech.

The contest was held at the Tristar Head Office on March 23. Club mentor and Tristar Group Chief Administrative Officer Balaji Nagabhushan said earlier before the area contest: "It was a wonderful treat to watch Tristar employees performing to their best of their abilities in the Tristar Toastmasters Club level contests during the last two meetings (March 7 and 14). Contests were held in four categories –

100TH MEETING WITH WORLD CHAMPIONSHIP OF PUBLIC SPEAKING WINNERS AND FINALISTS

Tristar Toastmasters club also celebrated its 6th year anniversary with a cake-cutting ceremony in the presence of the past President of Toastmasters International, Mohammed Murad, who is a distinguished Toastmaster. Tristar Group CEO Eugene Mayne gave a video message encouraging all Toastmasters to achieve their full potential to contribute to the growth of their self, their organizations and the communities in which they live.

Kwong Yue Yang was the first speaker. He spoke to the audience about the art of 'thinking, editing and speaking' for active and effective listening. Chendil Kumar or CK as he is popularly known, made the audience laugh with every point he raised. Amidst the humor, CK managed to ask a very pertinent and eye-opening question that everyone should ponder on – "Am I relevant?" Saveen Hegde interacted and engaged the audience while reiterating that "what we do and who we are, should match." Kaishika Rodrigo delivered an inspirational yet humorous speech about her journey from competing at the club level up to the finals of the WCPS.

Mark Brown recounted how he was given a second chance in life when he was starting his family and career in the US as an 18-year old immigrant from Jamaica with only USD40 in his pocket. His speech entitled 'The Dash' explained that the dash between a person's birth and death symbolizes the life story of every person in the world.

The Tristar Toastmasters Club is part of Tristar's ongoing employee development program to turn employees into effective communicators and enhance their leadership skills by encouraging them to participate in the club's fortnightly meetings.

A silent skit on Safety was also performed by Tristar staff as well as a 5-minute Stretch Break which was enjoyed by all participants. The event took place on February 23 at the Emirates Headquarters Auditorium on Airport Road.



International Speech, Humorous Speech, Table Topics (Impromptu) and Evaluation. They were adjudicated by a panel of Judges comprising Senior Toastmasters and Leaders in the UAE. Congratulations on their stellar performance."

99TH MEETING AT WAREHOUSE 2

In order to provide an opportunity for non-Head Office-based staff to experience attending a Toastmasters session, the 99th session of the Tristar Toastmasters Club was held at Warehouse 2 on February 7. The warehouse is located in Jebel Ali Industrial Area No. 1 while the head office is in Area No. 2. Three Warehouse 2-based staff were very much empowered that they registered for the 100th meeting. They are Christian Cruz, Jijesh Madhavan and Jeethan Noronha.



HAPPINESS DAY IN UAE AND GLOBAL NETWORK

Celebrating UAE's Journey of Happiness in line with the International Day of Happiness initiative by the United Nations, Tristar Group's Recreation and Happiness Committee organized simultaneous events on March 20 to spread happiness among employees.

Staff in the UAE gathered at the head office in Jebel Ali for lunch and an engaging session with a famous Dubai-based memory building specialist Praveen. The global operations in 17 other countries had a similar gathering where the management and staff sat together over a meal.

Speaking on this occasion, Balaji Nagabhushan, Group Chief Administrative Officer, said: "Happiness is fundamental to a society's progress, and UAE has rightfully embraced a culture of happiness through various initiatives. We believe that a happy employee is a productive employee. Throughout the year we organize various events for the well-being of employees like corporate tournaments, Family Day, cultural and personality development camps, and opportunity to give back to the community through volunteerism like blood donation. For the celebration of UAE's Journey of Happiness week, we had the magician and memory expert Praveen host an entertaining session on positive thinking."



CAR (Bangui)



CAR (Bangui)



Guam



Kenya (AFAL)



Kenya (TRISTAR)



Liberia



Mali



Somalia



South Sudan (APCL)



Tanzania



UAE



TRISTAR STAFF CRICKET TOURNAMENT

By Dilan Dalmeida
Internal Controls Officer, UAE

BEAUTY OF THE GAME!
"Beautiful colors without a rainbow,
Sounds of drums with no drummers,
Loud cheers with no cheerleaders,
Mind-blowing commentary without
professional commentators."

Such was the atmosphere of the Tristar Staff Cricket Tournament held on two consecutive Fridays; 12th and 19th January, 2018, with eight teams battling for the title. The venue, DP World cricket stadium, had different weather conditions throughout the first day. In the morning the outfield was wet and the batting team struggled to score runs but as the day progressed scoring became very easy. We had one-sided games as well as some nail-biting games. We had one game where the result was decided through Bowl out. Adding spice to the game, we had spicy food arranged.

The kids were the most entertaining among the audience on the second day. They kept on playing their own little matches and interrupted the field many times.

Many families of both playing and non-playing staff joined and also cheered for their favorite teams.

The next highlight were the commentaries on both days. I wondered if the famous Indian commentator Harsha Bhogle had been invited to our tournament, but I was taken aback when I realized that the commentator was Habib Ur Rehman, who is one of our warehouse drivers. I was amazed by how professional he sounded.

He was later joined by a panel of commentators comprising Zaeem, Pratik, Vinoba and Zaheer, who were equally entertaining and kept the audience engaged throughout the games. I, too, took part in the commentary but for a short time.

The energy of players was outstanding. They played with a lot of passion, enthusiasm and team spirit despite being from different departments, and some players had never really had any physical



interactions with both their teammates and opponents before the tournament.

- Man of the Match Final:** Amjad Muhammad Aslam (Helper – Warehouse HQ)
- Man of the Series:** Aftab M. (Logistics Coordinator-Jafza South)
- Best Batsman:** Shahid Khan (Driver-HQ WH)
- Best Bowler:** Vinu Viswanadhan (Helper-HQ WH)
- Winners of the Tournament:** Tristar White Team



RUNNING A HEALTHY LIFESTYLE

Tristar's admin and office staff in the UAE are joining running events to maintain a healthy lifestyle. On January 26, this was proven when more than 30 individuals joined the 10K and 5K run of the prestigious annual Dubai Marathon where Assistant GM-Operations Arundhan Alphones participated in his very first full marathon.

2XU Triathlon Championships in Mamzar in 01:47:00 on March 16 for swimming 750 meters, cycling for 25 kilometers and running for 5K.

"Running marathons have benefited me in many ways in improving my physical condition, mental health and in enriching my memory to lead as a professional in managing the vast Road Transport Operations. I deliberately changed myself to become a sport person. Moreover, this activity is a stress-buster to keep myself controlled and helps me guide my team in the right direction. Also running keeps me younger and completely away from any medications," Alphones explained.



He finished the Dubai Marathon in 04:18:15, the RAK Half Marathon in 01:50:57 on February 9; and the

INTERNATIONAL WOMEN'S DAY CELEBRATION

By Sameeta Shankar
Receptionist, UAE



International Women's Day training



International Women's Day

It's a great pleasure and honor to express my views in Tristar World Newsletter. It's been almost four years of association with Tristar and every day is a new learning experience. Be it Safety, CSR, Business, Recreation and Happiness activities, or development of employees through Trainings, Seminars or last but not the least The Toastmasters Club. It's a privilege being here.

On 8th March 2018, when we arrived at office in the morning, each female employee found a welcome note with the warm Women's Day wishes and flowers on their desks. This gesture was a blissful, heart touching and pleasant way to begin the day. Every year, we celebrate International

Women's Day, but this year it was even more special thanks to Management and the Recreation and Happiness Committee.

My favorite part was the training session that was conducted by Mr. Prasad from the IT Department wherein he introduced the presentation software named Prezi, so as to advance and enhance our presentational skills. I think every woman should upgrade herself in every sphere of life and this way she can contribute better to society and the world as a whole.

We then heard the heart touching presentation given by Ms. Monica about how strong and gallant women are. She

had spoken beautiful words to express her mother's story. How brave, consistent and impeccable her mother is. Ms. Monica's speech is the most incredible gift a daughter could give her mother on Women's day.

After, we had a cake-cutting session followed by a special surprise entertainment from our HR Manager, Mr. Sanjit, who did a wonderful dance performance. Overall, it was a memorable day, thanks to each and every one who made it possible and to our GCEO, Mr. Eugene Mayne, who encourages us and inspires us. He is a great Visionary in the truest sense.



English Lessons

More than 20 Tristar drivers are enrolled in the English Language session conducted by SmartLife volunteers every Friday at the Labor Accommodation. The session commenced on February 2. SmartLife is an NPO/NGO that is being supported by individuals coming business, academe and organizations who facilitate free English language lessons every week or provide mentoring to blue collar workers. "We consider it a small and satisfying way of helping the blue collared workers take a step out of their routine and realize their true potential," according to its website.



Honest Driver

Tristar Light Driver Sarzamin Khan was commended and given a symbolic gift for his honesty by Dubai Police. On January 2 around 8 am, Sarzamin found a purse containing Dhs. 295, credit cards and ID cards on a roadside in Al Quoz 3. Sarzamin was on diesel delivery to customer Lafarge and then brought the purse to the Jebel Ali Police Station. The Dubai Police returned the purse to its owner who is seen in photo with honest driver Sarzamin (left).



Lafarge Outing with Tristar Drivers

Tristar Operations Supervisor Abdul Mathina and 12 Tristar drivers had a great Desert Safari outing upon the invitation of customer Lafarge. "Our drivers enjoyed and behaved in a disciplined manner," said Mathina.

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



EDITORIAL TEAM:

Arthur Los Baños
Balaji Nagabhushan
Sanjit Roy
Jayesh Menon
Monica Kiir

TRISTAR OFFICES:

UAE
Tel: +971 4 8997900
KSA
Tel: +966-596141555

UGANDA
Tel: +256-782488663
OMAN
Tel: +968 34590133

SOUTH SUDAN
Tel: +211-956425000
PAKISTAN
Tel: +92-34 58220916

KUWAIT
Tel: +965-1-809222
KENYA
Tel: +254-203741127

GUAM
Tel: +1-671-5652300
QATAR
Tel: +974-44515338

DR of CONGO
Tel: +243-815555951
HAITI
Tel: +509 28130379