

TRISTAR WORLD

TRISTAR NEWSLETTER FEBRUARY 2019
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“I WOULD LIKE TO REINFORCE OUR SUPPORT AND COMMITMENT TO CONTINUE TO PROMOTE THE UN SUSTAINABLE DEVELOPMENT GOALS AND OUR DESIRE TO BE A BUSINESS FOR PURPOSE AND NOT JUST PROFIT.”

EUGENE MAYNE
Group CEO



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GROUP CEO MESSAGE



Dear All,

We should expect 2019 to be a transformational year for Tristar.

We have several exciting projects to be launched and completed this year. Notable amongst the many opportunities on hand are our the fuel retail project in India in partnership with Shell, the Entebbe airport fuel hydrant project in Uganda, the six brand new 50,000 MT ships to be built at Hyundai Mipo Dockyard in South Korea under Project Solar, the commissioning of our Louisiana crude oil terminal in the US mainland, the bulk chemical storage terminal here in JAFZA, the successful renewal of our long term UN fuel supply contract in South Sudan, and several other projects under way which I expect will keep us all busy throughout this year.

More on business and our plans for the future will be rolled out at our Leadership Summit due to be held in the last week of March in Dubai and I do look forward to meeting all of our leadership team at this time.

In the meantime I am pleased to disclose that we have closed 2018 on a positive note, recording a reasonable growth over 2017, which is welcome news against

the backdrop of a global slowdown and tough market conditions in our region. In addition to focusing our effort on business growth this year, we will also need to spare time to drive improvements in our internal processes and controls as we look to be a true business corporate with best-in-class systems and financial reporting standards.

We live in a new digital era with technological disruption occurring all around us. In keeping with this new reality, we need to be mindful that we, as a logistic company, are required to innovate and embrace smart digital strategies that will enable us to be cost effective, responsive and customer centric. We must focus all our efforts on a single-minded philosophy that for our customers to understand our business they should see and experience firsthand the value that we deliver for them to be successful in their own business.

In keeping with this philosophy, we have made some initial investment in piloting with a project using Blockchain technology to give our customer ENOC full transparency and oversight over the lubricant supply chain from receipt of order until final delivery to their customer – down to a granular level where every activity between receipt and delivery can be broken down to provide a second by second overview of the entire operation at our warehouse, as well as subsequently on the last mile delivery to their customer.

In the next phase we will endeavor to bring in smart contracts to enable the customer to perform real time billing to their customer in the security of an ecosystem that cannot be challenged or disputed due to the military grade encryption of the distributed ledger technology that drives Blockchain applications.

I am also happy to report that we are making steady and good progress in our ambition to be a responsible business and good corporate citizen. As you all know we have been members of the UN Global Compact since 2011. I would like to reinforce our support and commitment to continue to promote the UN Sustainable Development Goals and our desire to be a business for purpose and not just profit.

Therefore each one of us and our company needs to play an active role in addressing the huge gaps in social inequality, gender diversity and poverty across the globe that are fast becoming serious global and corporate issues and one that requires not only us but the entire global community to come together to make progress in addressing these fundamental issues.

In recognition of our contribution to being a responsible corporate I am happy to announce that we were declared winners of the Golden Peacock Award for Corporate Social Responsibility by the Institute of Directors- India at a glittering ceremony in Mumbai, India on January 17.

In closing, I had the opportunity to visit DAVOS for the 2019 World Economic Forum where I was fortunate to experience and learn firsthand the changes happening around the world in the age of the fourth industrial revolution. It appears what was science fiction a few years ago is fast becoming a reality and it is definitely going to transform the way we live, work and interact with each other. Let us hope that this innovation, creativity and disruption will be positive and create a more balanced and equitable life for all of us and future generations going forward.

Sincerely,
EUGENE MAYNE

TRISTAR RECEIVES INDIA'S PRESTIGIOUS 'GOLDEN PEACOCK GLOBAL AWARD FOR CORPORATE SOCIAL RESPONSIBILITY'



Tristar Group CEO Mayne (3rd right) received the prestigious 'Golden Peacock Global Award for Corporate Social Responsibility' by the Institute Of Directors (IOD), India, from Prakash Mehta, State Cabinet Minister for Housing Department, Maharashtra and officers of the IOD on January 17 in Mumbai, India. The Golden Peacock Awards are now recognized as the hallmark of corporate excellence worldwide, because of their

independence, integrity, transparency. And, through evaluation of application provides opportunity for self-assessment and helps companies accelerate the performance and competition. The company's latest award is an addition to its collection of CSR awards from Arabia CSR Network, Supply Chain and Transport Awards and Maritime Standard Awards.



GCEO AT BOOK LAUNCHING WITH PRIME MINISTER MODI

Tristar Group CEO Eugene Mayne (back, 2nd left) attended the book launching of India's famous late cartoonist Mr R. K.

Laxman where Prime Minister Narendra Modi was the guest speaker last December 18, 2018 in Mumbai.



CORPORATE HAPPINESS AWARD 2018

Tristar was declared winner of the Corporate Happiness Award - Private Sector at the Daman Corporate Health Awards 2018 held in Abu Dhabi last October 24, 2018. The Daman Corporate Health Awards has become an important benchmark of corporate health and wellness across businesses in the UAE. The awards recognize organizations that place importance on employee health and wellness through various programs and initiatives. Tristar Group Chief Administrative Officer Mr. Balaji Nagabhushan received the award.

TRISTAR CHEMICAL TERMINAL AT JAFZA

Tristar officially took over the Shell Chemicals Terminal at the Jebel Ali Free Zone Authority on January 2 this year with Group CEO Eugene Mayne himself inspecting the facilities inside the 21,000 square meters lot facing the sea.



ADAM AT LEADERS IN LOGISTICS 2018

Tristar Group IT Head Adam Lalani was a panelist at the Leaders in Logistics 2018 Conference held last November 7, 2018 at Grosvenor House in Dubai. Lalani shared his insights in the panel discussion on 'Mind the Gap – Digital

Talent & the Supply Chain' with three other guests. He said: "Whilst technology is a catalyst for change and improvement in the way the logistics sector operates, it is still important to recognise that we should not lose the human touch in our business interactions with our customers and stakeholders. Additionally, I see that it is vitally important to retain experienced hands who are the best qualified to help us make sense of the large data sets that are collected as a result of using more technology in our industry."

TRISTAR COMMENCES MOBILIZATION OF ROAD TANKERS FOR ADNOC

The new fleet of Tristar road tankers exclusively for ADNOC was inaugurated last December 4, 2018 at the Tristar compound at the Industrial City of Abu Dhabi. The fleet



will handle road haulage of bulk fuels, lubricants, bulk base oils, CNG and LPG products under the business division of ADNOC Distribution. Tristar GM-Road Transport and Warehousing Shivananda Bakady said: "We intend to operate with our corporate aim of achieving GOAL ZERO wherein there will be no harm to People and Environment with relentless focus on Zero Accidents."

MBA STUDENTS VISIT TRISTAR

About 40 MBA students from India who are currently enrolled at the Institute of Management Technology (IMT) Business School in Dubai visited the Tristar Head Office on January 14 this year accompanied by Dr. Gita Bajaj seen in photo (center) with two students and some Tristar managers led by Tristar Group Chief Administrative Officer Mr. Balaji Nagabhushan. Dr. Bajaj commended: Special thanks to all the department heads who took time from their busy schedules to guide our students through the processes of the logistics industry. Compliments also for the many awards that your Company has won for its CSR initiatives and the zeal and commitment with which the entire team pursues its goals. It was also heartening to know your commitment to Education and Road Safety."





UNITED STARS CONTRACTS WITH SABIC

Tristar Group's JV in Saudi Arabia, United Stars, has recently signed an agreement with SABIC to provide liquid chemicals transport services.

United Stars Country Manager Aous Mahmoud Ahmed Ali disclosed that they will transport MTBE (methyl tertiary-butyl ether), Caustic Soda and other chemicals from the SABIC plants in Jubail in the Eastern Province to SABIC customers inside the Kingdom, Gulf Cooperating Council (GCC) and Jordan.

This is the second project of United Stars with the global leader in diversified chemicals which is based in Riyadh. In February 2018, United Stars was contracted to transport gases such as LIN, CO2 and Argon from Jubail and Yanbu in the Western Province to different SABIC customers in the Kingdom and GCC using specialized gas tanks.



INAUGURATION OF TIMBUKTU (MALI) FUEL SITE

Tristar Mali inaugurated the 600 CBM Vertical Rigid Tanker for enhancing diesel storage and the Vehicle Dispensing Facility at the Timbuktu Main Camp. The inauguration was attended by the Regional Administrative Head of the peace keeping mission and other officers and personnel.



AFAL 2018 ACCOMPLISHMENTS

The lubricants distribution business of AFAL in Kenya and East Africa has exceeded its 2018 target when it registered 110% target achievement in sales volume.

The sales growth has been attributed to the series of marketing activities initiated in various regions, namely the Caltex Beba Beba Scratch and Win Promotion in Kenya which ran from March 1 to June 15, 2018, and the holding of 32 'Mechanics Meetings', various Oil Change

Camps and One Day Wonders, Bus and Truck seminars, Industrial Trainings, and Product Promotions across Kenya and Uganda as well as aggressive export sales from UAE to Africa.

AFAL also organized the 2nd Annual Reseller Conference on December 6, 2018 at the Safari Park Hotel in Nairobi where some 100 resellers attended, out of the current base of over 500 resellers in Kenya.

TRISTAR'S SUSTAINABILITY REPORT GETS ADVANCED LEVEL MARK



The sixth Tristar Sustainability Report developed in accordance with the Global Reporting Initiative standards has received an Advanced Level Mark from the United Nations Global Compact.

The report discusses the company's commitment towards adding value to Tristar's stakeholders through the expansion of global operations and on advancing action towards the UN Sustainability Development Goals.

Photo shows Group Chief Administrative Officer Balaji (left), giving a copy to Tristar South Sudan Country Manager Ravneesh Aujla.



COMMISSIONING OF HAITI TERMINAL

Tristar Haiti commissioned the new commercial bulk storage terminal in Port au Prince. There are three tanks and a pipeline leading to the sea being operated by the local team led by GM Muthu Premkumar.

ARUNDHAN ATTENDS EXXONMOBIL HAULIER MEETING

Assistant GM – Operations Arundhan Alphones attended the ExxonMobil road safety best practices session held at the oil major's office in Brussels last November 22, 2018, together with representatives of other transport operators from various countries. Each operator shared their experiences such as how technology has improved road safety.

ANNUAL SAFETY DAY; OIL SPILL MEGA DRILL

By Capt. Nazeef Siddiqui, DPA/CSO/MSEQ Manager - Shipping



Oil Spill Drill in Sohar

In the last quarter of 2018 there were two important Shipping Safety initiatives: the annual Tristar Shipping Safety Day in Fujairah on November 28 and the Full Scale Tier 2 Oil Spill Exercise at Sohar Port anchorage on November 8.

The Annual Shipping Safety Day is an initiative by Tristar to promote safe, healthy and decent work for all involved in the operations.

Customers, managers, employers and seafarers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the highest priority is accorded to safety and prevention of any incident.



Shipping Safety Day 2018 in Fujairah

With the above objective, we gathered all under one roof for participants to share their experiences, concerns and requirements to ensure smooth and safe operations as always.

The opportunity of having all the crew under one roof brought some valuable discussions and exchanges among all parties present. The following presented and discussed various issues:

- Port Doctors, First Aid, Neck and Back Injury, Sudden Illness and Personal Safety;
- Tristar's Capt. Nazeef Siddiqui, Mooring Safety and Developments along with Case Study on Mooring Accidents and Working under Pressure;
- Tristar HSEQ Group Manager MS Sridhar, Proactive HSE Culture;
- Shell representative, LET on Personnel Transfer;
- BP representative, Safety Moments; and
- Fleet Management, Enclosed Space and Ladder Safety.

The whole event was an interactive and brainstorming session on possible solution for collective issues as experienced in the whole operations of the business for a better tomorrow.

We simulated the oil spill on Tristar Pride during her routine bunker supply operations and oil slick by throwing oranges in the water.

A Full Scale Tier 2 Oil Spill Exercise involving vessel, Tristar Energy DMCEST, the Oil Spill Response contractor involving Oman Pesco, the Port Authority, the Port Agent, ABS and BV Class, UAE Flag and Owners.

This allowed us to evaluate the capability of the port oil spill vessel to monitor the slick and the oil spill response contractor to recover the simulated spill (oranges). In addition to test the capabilities of Tristar Energy DMCEST to deal with any emergency occurring on board our managed vessels at any time.

As usual a number of areas for improvement were identified. The very positive outcome was that, despite the wind and current on that day, a good portion of the oranges thrown overboard at the time the simulated accident happened were recovered by the oil spill contractor when they reached the polluted area an hour or so later.

Details of the exercise was discussed with Oman Port Authorities and ways to improve the performance were highlighted and further plan to enhance same was taken into consideration.

Tristar to ban non-reusable plastic in its shipping operations at SOHAR Port

The Tristar Group has committed to ban non-reusable plastic materials in its shipping operations at SOHAR Port and Freezone commencing 2019.

This was announced at the December 5, 2018 Sohar Safety Summit with the theme 'Drive Change in Safety Culture' which was attended by Sohar Industrial Port Company (SIPC) officials Jacob Bac, Deputy Harbour Master, Hashim Al Bloushi, Senior Marine Safety Officer, Waleed Al Siyabi, HSE & ERP Supervisor, and Ibrahim Al Balushi, Marine Safety Officer.



The event was also attended by users of the Port of Sohar Service jetty and teams from Sohar Port Pilot Tug, Svitzer, Al Batinah Mooring, and National Marine Services Diving.

Tristar Ship Management General Manager Henri de Gersigny said: 'We at Tristar are committed to support the 2018 World Environment Day theme of 'Beat Plastic Pollution' by refusing items that cannot be reused.' He also urged the participants to support the desired change by getting involved in keeping the environment clean

and improving the health of their personnel.

Last June 25, 2018, the Tristar Shipping Team celebrated International Day of the Seafarer at SOHAR Port and reiterated to the participants the importance of reducing the use of plastic materials at sea. Plastic has been highlighted as one of the biggest environmental threats facing the world by the UN. As much as 8.8 million metric tons of plastic trash is washed into oceans every year. If unchecked, it is estimated that plastic, by 2050, will outweigh fishes in the ocean.

FIRST FINANCE FORUM



**By Priti Pareek,
Financial Planning
Analyst**

At Tristar, we have seen firsthand how the role and responsibilities of Finance have become increasingly complex in the past years. In addition to the challenging business trend, support requirements, new auditors and Corporate Governance, the Finance Team faced heightened scrutiny, greater accountability and increasingly active participation. The pressure and burden can be overwhelming and a huge step up from our current responsibilities. There has never been a tougher, but at the same time exciting time, to be in Finance, with challenging decisions on always every front and contribution required across many areas of the business.

While experience is crucial, there is a need to ensure to develop skills required to meet the rising expectations and needs of the company. A Forum was therefore initiated to help navigate the next step in everyone's career and prepare for the diverse responsibilities of a Finance Manager.

The three-day Finance Forum was held on December 11 to 13, 2018 at Media Rotana Hotel. Mr. Marco Bachechi (GCFO) opened the forum and explained Tristar's vision and goals, as well as the business and finance strategies in the next few years. Mr. Balaji Nagabhushan (GCAO) gave some tips on personal and professional aspects while Mr. Sridhara Padubidri (GFM-Fuel segment), Mr. Joe Solomon D'souza (GFM-RTW segment), Mr. Atul Bhamri (Finance Director-Eships) introduced

their respective segments where their accountants presented on the operations and financial performance of their entities. Mr. Hamayun Mirza (GFP&A) closed the first day by introducing the roles and responsibilities of the Financial Planning and Analysis (FP&A) Team. The day ended with a mesmerizing Dubai Marina Dhow Cruise dinner.

The second day was a technical session on the implementation of the new IFRS (accounting standards) which was presented by a representative from our external auditor Ernst & Young. The session was very interesting and deeply explained to the attendees the main challenging mechanisms of the new IFRS principles.

After which Mr. Eugene Mayne (GCEO) met the Finance Team and highlighted the high growth, future strategy and goals of Tristar. The afternoon session was facilitated by Mr. Bhamri and Mr. Mirza giving further guidance and practical implications of new accounting standards. In addition, Mr. Kishore Nambiar (AFM-Fuel segment) and I focused on basic concepts and best practices in accounting. Later in the evening a team building was held to have fun, team spirit, socialization and motivation.

On the final day, our IT consultants Evosys held an interactive session for Oracle upgrade along with Mr. Adam Lalani (Group IT Head) and Mr. Mirza. An interactive discussion was opened to share expectations and developments on the new Oracle upgrade. In the afternoon tax implication specifically on VAT was discussed by Mr. Sushil Suriyakumar (VAT Specialist) and the objective of an internal audit was shared by Mr. Rameez Aslam

(Internal Auditor). Several seniors were invited at the closing session to speak briefly about their respective areas and to get to know more personally the Finance Team members. They were Mr. Shivananda Baikady (GM-RTW), Mr. Chris Peters (CEO-Eships), Mr. Mohan D. (Manager-Business Excellence), Mr. Srinivasalu Sridhar (Group HSEQ & Sustainability Manager), Mr. Sanjit Roy (Manager-Human Resources), and Mr. Lalani and Mr. Balaji.

The forum ended with the GCFO wrapping up the conclusions of the forum. The expectations from Finance Team is growing and the challenges and the efforts required are much higher than previous years considering the Group ambitious plans. The GCFO clearly explained that Tristar Group can offer a great professional and personal experience in an international and professional environment, but this will require stronger skills and dedication. This is a tough mission yet it is also a unique opportunity to grow. Tristar will excel also in this area by giving our resources a great opportunity.

The forum removed the mystique surrounding the functions of Finance and illustrated how the complexities and challenges Finance personnel face, and also what makes their job exciting and fun. It was an unrivalled opportunity to connect with peers, share ideas and discuss the challenges influencing the Finance functions today.

In addition, the active involvement of all participants during the three-day event was very encouraging and will definitely make the Finance Team more efficient. As it is rightly said "*Coming together is a beginning. Keeping together is progress. Working together is SUCCESS*".





By Faisal Ahamed,
HSEQ MS Compliance Auditor

OHSMS TRANSITION - OHSAS 18001 TO ISO 45001

Tristar Transport LLC in the UAE has been accredited to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 as of end October 2018. The accreditation of ISO 45001:2018 has been achieved within a span of eight months after the initial publication of the standard on March 12, 2018.

The journey to transition from OHSAS 18001:2007 to ISO 45001:2018 has been interesting and challenging with

many reviews and revisions in policies, procedures, and work instructions. One major transition was the integration of the corporate Health and Safety Policy and the Environment Policy into new Health, Safety and Environment (HSE) Policy.

Another integral requirement of ISO 45001:2018 standard is the 'Consultation and Participation of Workers' which are met by Tristar with the empowerment of

the 'Stop Work Authority' to all workers in the organization, NMPI reporting system for all workforce, quarterly safety meeting, and additionally the institution of the APEX HSEQ and Sustainability Committee.

DUBAI MUNICIPALITY AWARD



The HSEQ Team received from the Health and Safety Department of Dubai Municipality (DM) an award for 'Ensuring Occupational Health and Safety within Your Organization for the Year 2018.' Tristar is the only logistics transport company which received the recognition during the 'Safety in Sustainability Forum' organized by DM last December 18.

HSE TRAININGS TOWARDS ACHIEVING 'GOAL ZERO'



HSE training and development are integral factors in achieving 'Goal Zero'. The HSEQ Team has developed a comprehensive HSEQ training plan which covers mandatory trainings to drivers, helpers, mechanics, front-line supervisors, admin staff and managers.

As part of the training plan for managers, the HSEQ Team organized two major trainings on 'Dangerous Goods Storage & Handling (Cat-8)' for warehouse heads and key staff on November 1, 2018 and 'Dangerous Goods Regulations by Road (ADR)' for operations heads and key staff on November 10, 2018.

Both one-day program was facilitated by an external training agency with interactive sessions followed by a written test. The training covered detailed storage, handling and transportation (by road) of the dangerous goods, and more systematic approach in analyzing the classifications of dangerous goods. The objective of the training was to provide better understanding by warehouse and operations heads in driving HSEQ leadership in their processes to improve and strengthen operational Health and Safety performance.

APEX HSEQ AND SUSTAINABILITY COMMITTEE



The HSEQ and Sustainability Committee meets every month. The committee is headed by the GM – Road Transport and Warehousing as chairman and the Group HSEQ and Sustainability Manager as secretary. The committee members are the Assistant GMs, facility managers/in-charges, HSEQ Team members, line and ground Supervisors, and driver mentors and helper mentors.

During meetings members share an analysis of HSEQ performances, upcoming HSEQ events, and actions to improve the HSEQ and sustainability culture of the company. The committee meeting was established to implement proactive approaches rather than reactive actions which result in business disruptions. There have been significant improvements in HSEQ and Sustainability compliance in facilities and timely achievements in HSEQ KPI's and targets. These have made line management and team members take ownership and commitment towards achieving Goal Zero initiatives and sustainable operational excellence.

LAST QUARTERLY SAFETY MEETING FOR 2018



The last Quarterly Safety Meeting for 2018 was held on October 26 at the Delhi Private School in Jebel Ali Village.

The HSEQ Team launched the new HSE Policy which integrated both corporate Health and Safety Policy and the Environmental Policy. Guest speakers were Omar Muslem Othman Aflatoun of Dubai Police who updated the drivers on Dubai Traffic Rules and Fines; Bhanu Singh Nayal of customer BP who shared Learning from Incidents cases; and Ian Littlefield of Dubai Driving Center who discussed Hazardous Material and Spillage Handling.

TRISTAR REMEMBERS ROAD TRAFFIC VICTIMS

The UAE, Oman, Pakistan, South Sudan, Central African Republic, Somalia and Kenya operations of the Tristar Group commemorated World Day of Remembrance for Road Traffic Victims by organizing internal and external awareness activities on road safety.

On the third Sunday of November every year, the United Nations encourages the whole world to 'remember the many millions killed and injured on the world's roads, together with their families, friends and many others who are also affected.'

There are almost 1.3 million deaths from road accidents every year according to the World Health Organization.

In Dubai, the HSEQ Team launched the campaign 'My reason for safety... I want to go home to my family every day' before drivers at the staff accommodation in Jebel Ali on November 20, 2018. Selected drivers made individual pledges to drive safely in the presence of Operations and HSEQ managers.

In South Sudan, staff at the main office in Juba signed a pledge to respect and follow road safety regulations. The team in Oman had an awareness session at the Rusayl compound.

The Central African Republic team invited officials from the international peacekeeping mission to an open air town hall gathering in one of the fuel sites.

In Pakistan, the team commemorated the event during their quarterly safety meeting on November 19, 2018 where almost 150 drivers and ground staff attended together with Tristar managers and a number of representatives from customers, suppliers and law enforcement agencies.

The Beledweyne fuel site in Somalia conducted an awareness session, vehicle checks and driving-related safety training on November 20, 2018.

In Kenya, the Africa Fuels team in Eldoret conducted a roadside awareness activity by displaying a banner for motorists to read safety messages.

These activities are now documented as part of the first Tristar Global Safety Day which will become an annual event.



Central African Republic



Kenya



UAE



Pakistan



Oman



Somalia



Sudan

CSR ROUND UP -1 Ashwatha Mahesh with contributions from Tushar Joshi, Dayanand Tambekar and Shaira Mae Roces



ONE ROOT ONE COMMUNI-TREE CAMPAIGN

Tristar Group participated in a historic tree planting ceremony on December 18 at the Emirates Environmental Group's (EEG) 'For Our Emirates We Plant' event in the Special Bee Reserve – Al Minae- South of Ras Al Khaimah. Tristar representatives Peter Pereira, HSE Officer and Ashwatha Mahesh, Asst. Manager for CSR and Sustainability, planted two Sidr trees. The Sidr tree is strong, long-standing and evergreen indigenous tree with medicinal values and flowers known to attract and provide for bees.

Mrs. Habiba Al Marashi (Chairperson of EEG) along with His Excellency, Engineer Sheikh Salem bin Sultan bin Saqr Al-Qasimi (Chairman of the Department of Civil Aviation, Ras Al Khaimah) addressed the ceremony stressing the importance of planting over hundreds of Sidr trees on the day which would contribute to the protection of bees in the ecosystem.

Tristar qualified to plant two trees after collecting 500 kilos of plastic materials for recycling, i.e., more than double the set target of the 'One Root One Communi-Tree' campaign conducted by EEG. This was as a result of the team effort from the Tristar CSR Planet Committee volunteers.

WORLD ENERGY DAY

To celebrate World Energy Day, Tristar invited Energy Services GM for MENA Jimmy O' Sullivan to conduct a session on energy conservation and building energy management. The energy expert briefed the attendees on the increasing carbon emissions from energy consumption and on UAE's Energy Strategy 2050. The strategy aims to increase the contribution of clean energy in the total energy mix from 25 percent to 50 percent by 2050 and reduce carbon footprint of power generation by 70 percent. The session on October 22, was open to all employees and created an interactive platform for discussion.



UAE



South Sudan

PLASTIC-FREE JOURNEY

As a responsible business, Tristar takes steps to tackle crucial global environmental problems such as plastic wastage. We are on a plastic-free journey with the replacement of single-use plastic bottles in our offices starting from the head office in Dubai. In support of UN Sustainable Development Goal 14 on Life Below Water and the World Environment Day 2018 theme 'Beat Plastic Pollution', Tristar UAE organized an awareness session on October 14, 2018 to highlight the harmful effects of plastic with the distribution of reusable water bottles to all employees.

Joining the head office in support of this initiative was Tristar South Sudan, with a pledge to reduce the use of plastic water bottles. The staff are adopting the following measures:

- Use of recyclable bottles/glasses during training sessions.
- Use of reusable water bottles while travelling and during sports activities.
- Use of recyclable plates and glasses for official functions at the office and outside venues.
- Spreading awareness on the environmental damage from single-use plastic,

CSR ROUND UP -2



SUSTAINABLE CITY TOUR

Some members of the Tristar CSR Steering Committee visited the Sustainable City in Dubai on November 8. The tour of the first Net Zero Energy City in the emirate consisting of 60% green space, included the demonstration of sustainable living at houses equipped with solar panels, organic community grown plants inside bio-domes, and recycling, composting facilities within the community.



AL JALILA CHILDREN'S HOSPITAL VISIT

In celebration of International Volunteer Day on December 5, a group of volunteers visited Al Jalila Children's Hospital to spend quality time with children undergoing treatment at the hospital.



BEAT DIABETES WALK

A group of enthusiastic Tristar volunteers participated at the 10th Beat Diabetes Walk 2018 at Zabeel Park in Dubai on November 23. The event's proceeds were given to the Al Jalila Foundation to support their diabetes research and healthcare.

GUAM PLANE PULL

Tristar Guam participated in the Annual United Plane Pull on October 13, an event that unites residents in the fight against cancer. The Tristar Terminalators won 2nd place. The proceeds from the event are given to the American Cancer Society and Guam Cancer Care.



LAPTOP DONATION

Tristar South Sudan donated two laptops to the Ministry of Health, Wau, represented by HE Dr. James Ibrahim. One laptop was presented by Indian Ambassador to South Sudan H.E. SD Moorthy, while the other by Tristar South Sudan Country Manager Raveesh Aujla.

BEAT CANCER

To celebrate Breast Cancer Awareness Month, Tristar UAE invited a specialist oncologist on October 28 to give a talk on dangers, prevention and symptoms of breast cancer. Tristar Oman participated at the 15th Annual Cancer Walkathon on October 30.



UAE



Oman

ANNUAL STAFF PARTY – A NIGHT UNDER THE STARS

On December 14, 2018, Tristar UAE had its annual staff party at the Jebel Ali Golf Resort. About 350 members of staff alongside their families gathered for a gala- dinner setting by the beach. This was the first time for Tristar to hold an outdoor dinner party.

The event started with Christmas Carols, which were sang by selected members of staff and topped off by a Santa appearance. Santa then led the children to the designated children’s area after which the formal session of the party began.

Group CEO, Mr. Eugene Mayne, gave his yearend address wherein he highlighted our growth and achievements in 2018. He further pointed out Tristar’s plans for the

coming year, stating that he is optimistic for the future. Mr. Mayne expressed his pride in each and every member of the Tristar Family while putting emphasis on the importance of team work and family.

Thereafter, we had the Long Service Award session. In this session, we recognized and



awarded employees who have worked with and served Tristar for a period of 10 years, 15 years and 20 years. Tristar awards long serving employees every year to appreciate them for their loyalty and hard work.

For the “Tristar Got Talent” segment, three teams namely; ‘Desert Devils’, ‘Jingle Bells’ and ‘8 Of A Kind’, went neck-to-neck. At the end of the night, ‘Jingle Bells’, a team made up of members from various departments, took the award for showcasing an educational skit with the theme “Save Water”. The other two participating teams were also recognized as runners up.

The rest of the evening was characterized by lots of dancing and merry making as well as a raffle draw.



TOP WALKERS, BIGGEST LOSERS



A total of 10,333,873 steps were taken by five staff in 60 days during which they also lost a combined 75.2 kilos. The winners of the second edition of the 'Walk, Lose Weight and Be Healthy' program were awarded by Tristar Group CEO Eugene Mayne during a gathering at the Head Office Training Room on December 31.

Krishna Prasad was the Biggest Loser with 21.3 kilos reduced from October 11 to December 9, while Divesh Valsan Valandy was the Top Walker with 2,774,135 steps taken during the same period. There were 70 participants in the second edition who had taken 20,479,943 steps for 60 days or 341,322 steps per day. Total weight lost reached 113.3 kilos.



TARIQ 3RD IN MOUNTAIN BIKE

Tristar Corporate PRO Tariq Muhammad won 3rd place at the Fujairah Adventure 1st MTB Enduro Race 2018 (bicycle race) held at the Fujairah mountains on November 30.



DUBAI WOMEN'S RUN 2018

Tristar women participated in the Dubai Women's 5 Km Run on November 16, with one representative, Adela Elago, competing in the 10 Km Run. Senior operations supervisor Aurabelle Dian brought her daughter and shared: "I believe that involving Aara Tanisha in my Friday activities will improve her social skills because she is able to mingle with different cultures and nationalities by meeting new friends. I would encourage Tristar employees to support such CSR activities and also involve their children in the future so that they can have a chance to meet and know each other."



DRIVER MANAGEMENT SHARING

Arundhan Alphones, Assistant GM – Operations presented at the Global Organizational Excellence Congress on December 12 in Abu Dhabi with the theme 'The road towards excellence in organizational performance and nation building.' Alphones shared Tristar's best practices on Driver Management for changing the behaviors of drivers to make roads safer.

FLU SHOT

The HR Department organized a flu vaccination drive at the head office and JAFZA South facility on November 15 which benefitted around 200 employees.



FAREWELL TO RETIRING DRIVERS

These drivers have been employed with Tristar for a very long time (left to right): Sharbat Mir Sardar Khan (9 Years), MD Abul Kalam (18 Years), Parmjit Watna Ram (17.6 Years) and Sreedharan Vijayan (14.7 Years). They have scrupulously and consistently worked with integrity following the Golden Rules on Safety. They were shining examples to other drivers. They decided to go back home to their respective countries to be with their loved ones.



SMARTCUP

Tristar field staff and administrative employees came together to participate at the SmartCup cricket tournament conducted on November 23 by SmartLife Foundation. The spirit of true sportsmanship was portrayed as the teams competed against other organizations in an indoor cricket stadium.

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