

TRISTAR WORLD

TRISTAR NEWSLETTER SEPT 2019
www.tristar-group.co



“Companies of the future will be the companies that embrace and drive initiatives that protect the environment”

Eugene Mayne, Group CEO



MESSAGE FROM SHIPPING CEO CHRIS PETERS



The Tristar Maritime Logistics Division was set up in 2004 with the acquisition of two MR tankers from BP Australia. This enabled our Group to engage in the ship owning and chartering business.

We then went into bunkering operations with six vessels on long-term time charter with Exxon, Shell, Total and BP for lubricants deliveries in Fujairah. Other vessels were based in Mauritius for fuel bunkering and in Sohar, Oman, for lubes and gas oil bunkering.

Our river transport operations support our turnkey fuel supply operations in large parts of Africa using purpose built fuel barges to overcome navigational challenges of inland waterways in the continent.

In 2016, the Group took delivery of six new MR Product Tankers from Hyundai

Mipo Dockyard in South Korea. The Eco tankers (50,000 DWT) were fitted with additional fuel saving equipment such as Propeller Boss Cap Fins, New Profile Technology Propeller and Trim Optimization System

In the same year, the Group acquired Abu Dhabi-based Emirates Ship Investment Company or Eships from Egon Oldendorff GmbH & Co. KG, a company of the Oldendorff Group.

In 2018, we signed newbuilding contracts and have successfully completed in 2019 the financing of six newbuild 25,000 DWT IMO 2 vessels, ordered from the same dockyard. Steel cutting of the first two vessels was carried out this year, on August 14 and 17, and the second financial drawdown was completed.

Two LR2 vessels have been chartered in on time charter in 2019 and are currently trading with Total and a major oil trader. Our coastal shipping signed a new charter party with Shell in Oman to serve their Ministry of Defense contract.

In order to enhance the monitoring of our Technical Managers, and reduce costs, we have employed roaming auditors, to assist our in house Technical Team. The auditors are based in India and regularly sail on our vessels, to add value and support the Technical Managers. We have also appointed two female Executives to help with purchase and operations and inducted our first

batch of four cadets from India who will commence their training onboard our vessels from October 2019.

We have increased our engagement with our crew and introduced enhanced pre-joining medical testing for the officers and crew. Besides we are also forming a pool of senior officers to augment our bench strength. In order to monitor the speed and performance of our vessels, we have engaged a third party weather routing service provider who would track them on a daily basis and provide the Master with weather and routing advice.

In line with the Group's environmental objective to reduce the consumption of disposable plastic, we will be providing stainless steel water bottles to every officer and crew, when they join the vessel.

To build team spirit among the various companies operating in Sohar port, we collaborated with SIPC and the local Sohar authorities and sponsored the annual Ramadan football league of the Sohar Port and Free Zone.

With an intention to promulgate "Safety At Sea", we have planned an inaugural safety conference in Dubai in November 2019.

Finally, we have successfully completed the Audit for the first half of 2019 and are currently on track to meet the budgeted forecast for 2019.



POWER LIST

Tristar Group CEO has maintained his no. 13 ranking in the latest Logistics Middle East Magazine Power List (September 2019). A total of 50 individuals have been recognized as the most influential executives in GCC logistics. According to the magazine's editor, the executives were ranked 'not just according to the size of the company they manage, but according to the influence they have over the regional logistics puzzle'. This is the seventh consecutive year Mr. Mayne has been in the list, ranking no. 22 in 2013.

JOINT VENTURE ON HAZARDOUS GOODS IN JAFZA



The Tristar Group based in the UAE and the Stevens Group based in the Netherlands have launched the Tristar Hazmat FZCO in the Jebel Al Free Zone which will provide logistics and supply chain management of hazardous goods and substances throughout the Middle East.

The joint venture brings together the diverse footprint and established network of the Tristar Group in the logistics and supply chain management across the Middle East

providing the Stevens Group with a unique opportunity to deploy its niche products and services across the industry.

Tristar Hazmat FZCO has an ambitious business plan and aims to become a major industry player in the region over the next five years.

The Tristar Group's core expertise lies in handling hydrocarbons, lubricants, chemicals and liquid gases with fully owned infrastructure to manage road transport, warehousing, fuel farms, turnkey fuel supply operations, into plane refueling services, chemical distribution, ship owning and chartering.

The Stevens Group has developed into one of the world's leading specialist logistics and supply chain management networks for hazardous cargoes. Its client portfolio ranges across a number of industry sectors both domestically and internationally.

Eugene Mayne, Tristar Group CEO, commented: "This is a step in the right direction for our group as we seek to establish a leadership position in storage and handling of dangerous goods and hazardous materials in the GCC. The JV with the Stevens Group will complement our existing DG business and infrastructure to ensure that we import and implement international best practices for safe storage, handling and distribution of all classes of Hazardous Materials."

Greg Stevens (seated, right), Stevens Group Founder and Chief Executive Officer, added that "a key building block of the growth of our business and our global aspiration is to partner with best in class players in the industry with the footprint to maximize our products and services."

"Tristar are best placed to do this in the Middle East and I am proud and honored to announce this partnership with Tristar today and look forward to working with them through our new company Tristar Hazmat FZCO," Stevens further said.

GOLDEN PEACOCK OCCUPATIONAL HEALTH & SAFETY AWARD

Tristar Group Chief Administrative Officer Balaji Nagabhushan (middle) received the "Golden Peacock Occupational Health & Safety Award" for the year 2019 at the Institute of Directors (IOD), India's "21st annual World Congress on Environment Management and Climate Change" and Golden Peacock Awards Presentation Ceremony held on July 4 at JW Marriott Hotel, Bengaluru. He received the award on behalf of Group CEO Eugene Mayne from Hon. Justice M. N. Venkatachaliah, National Chairman of IOD and former Chief Justice of India.

Tristar was recognized for its Occupational Health and Safety Management systems in the organization such as the empowerment of all staff with the 'Stop Work Authority' card, NMPI reporting system, Quarterly Safety Meeting, and recently with the institution of the APEX HSEQ and Sustainability Committee. In addition, the IOD commended Tristar's Quality and Road Traffic Safety polices which reflect Top Management's commitment towards developing a culture of continual improvement, understanding and responding to third parties' needs and expectations, providing and maintaining



safe and healthy working conditions, and working together in achieving 'Goal Zero'.

Mr. Nagabhushan also presented Tristar's sustainability initiatives in one of the panel discussions with the theme "Climate Resilient Smart Cities: Opportunities for Innovative Solutions."

SHELL PARTNERS IN SAFETY PROGRAM

Tristar Shipping led by the Eships COO David Pereira and Commercial Director Shailesh Bildikar organized the Shell Partners in Safety (PiS) Forum on June 18 in Dubai which was attended by managers from Shell, Eships, Bahri Shipping, VM International, Gulf Energy Maritime, Emarat Maritime, ITM Dubai, UACC and Red Sea Marine.

"Being one of the leading private shipping companies, we actively promote safety practices which aim to improve the performance and safety awareness in the region," explained Bildikar who is the Middle East Lead for Shell PiS.



The PiS Program through collaboration and engagement, aims to share best practice in order to achieve a step-change in safety performance. Shell advised all members to promote Visible and Felt Leadership element of the PiS by undertaking more CEO and Senior Leaders Vessel Visits in the region.

The forum was also used to discussed critical matters such as security of ships in the region, as well as encouraged ideas to develop procedures to safe guard vessels. "It was a fruitful event with all members agreeing to share learnings in future," added Bildikar.

TOWN HALL MEETING

By Sanjit Roy, Administration Manager



Staff started assembling at the venue at 9:30 am and networked with colleagues from different departments and UAE locations while sipping their hot coffee/tea and refreshments. The meeting started at 10:30 am with more than 150 staff who showed positive energy.

A Town Hall Meeting was conducted for UAE-based office and admin staff on July 27 at the Emirates Ballroom of JW Marriott Marquis Hotel in Dubai.



I opened the session by asking everyone to start clapping. Then I guided them to do various types of clapping like the rain clap, roar clap, roll clap, scout clap, and finally bailando clap. After which, we facilitated two team building activities. First was a quiz about Tristar and followed by Chinese Whisper where staff from different departments and UAE locations were clustered together in five groups.

Our founder and Group CEO, Mr. Eugene Mayne, gave a short opening speech and answered several questions related to job security, work-life balance, future plans of the

company, and organizational issues, among others.

Two weeks prior to the meeting a sealed box was placed at the reception area of the head office building where staff were encouraged to drop their questions, concerns, grievances and suggestions. The sealed box was only opened at the gathering. Some individuals were also given the opportunity to ask on the spot.

Overall, the Town Hall meeting was an opportunity for the participants to hear straight from Mr. Mayne about the developments and challenges the company is going through. He also reassured everybody of their importance in Tristar.

To end the event on a high note, a Bingo/Tambola was conducted where six staff won cash prizes. Buffet lunch was also made available.

FACILITY TOUR BY 2 SCHOOLS



The Head Office hosted two batches of senior students in the first half. They were MBA students from the Institute of Management Technology and business and operations management students from Heriot Watt University Dubai. Both batches were shown the Journey Management operations and Driving Simulator functions. They were also given an orientation of warehouse operations by the HSE Team. An open forum was also conducted at the end of each tour with Tristar managers.



ANOTHER ROSPA GOLD AWARD FOR TRISTAR

Tristar Group received another RoSPA Gold Award for having 'achieved a very high level of performance, demonstrating well developed occupational health and safety management systems and culture, outstanding control of risk and very low levels of error, harm and loss' in 2018.

Tristar Group GM for Road Transport and Warehousing Shivananda Baikady attended the awarding ceremony on June 18 held at the ExCeL in London, UK. It was the 12th RoSPA award given to Tristar since 2012. RoSPA stands for Royal Society for the Prevention of Accidents which is a British charity that aims to save lives and prevent life-changing injuries which occur as a result of accidents.

SOUTH SUDAN FIRST TO USE AUTOMATIC TEMPERATURE COMPENSATION

By Mukesh Sharma, Fuels



Tristar South Sudan has installed Automatic Temperature Compensation or ATC measuring equipment on all dispensing pumps, bulk tankers and aviation refuellers. A training was conducted at its headquarters in Juba from March 29 to 31, making South Sudan the first among all the turnkey fuel supply operations in Africa to use ATC measuring equipment.

Charl Human of Fuelco Australia conducted the training in Juba where through theoretical presentation and practical, explained the functions of the TCS 3000 Electronic Fuel Meter Register.

When installed on equipment, ATC automatically corrects the delivered or transferred volume to compensate for fuel expansion or contraction due to temperature changes. ATC-enabled

equipment will display the fuel volume as it would be at a reference temperature, which is typically 15 °Celsius but can be any other required value, this is regardless of the actual temperature of the product.

All liquids, including fuel, expand and contract when temperature increase or decrease, therefore metering the same fuel at different temperatures will produce different readings. In addition, fuels expand and contract at different rates, for example, Unleaded petrol would change its volume by $\pm 1\%$ for every 8 °Celsius change in temperature while Diesel would change its volume by $\pm 1\%$ for every 12 °Celsius change in temperature.

The process of temperature compensation allows for a measured volume of fuel to be adjusted to the volume it would



occupy if it were measured at 15 °Celsius. Temperature compensated fuel eliminates inequities caused by changes in volume due to temperature variations. The ATC enabled equipment measures the temperature of fuel during delivery and automatically calculates the amount of fuel as though it had been delivered at the set temperature.

The training covered was from connection of power to the register, booting up, regional specific settings, connection of the temperature probe, testing of the register and measurement of product circulated through the meter, calibration of the temperature probe, simulating product transfer and calibration of the meter against a master meter or prover, and measurement of gross vs. net delivery, among others.

JIG TRAINING IN SOUTH SUDAN



Tristar South Sudan conducted two batches of the Aviation Operation and Quality Control Training (JIG Training) on August 20 and 21 and then on August 27 and 28. There were 49 participants combined coming from all aviation sites, from sector managers and supervisors to fuel technicians and project staff.

The training focused on product quality from the refinery up to 'into plane' delivery, thus enhancing the current aviation operation skills of participants. Apart from classroom training, a practical training was conducted on Pressure Regulation Systems and different periodical tests on fixed and mobile facilities. The latest copy of the Tristar Aviation Manual (AFQCOSM) was also introduced to participants for implementation in routine operational activities.

JIG TRAINING IN CENTRAL AFRICAN REPUBLIC



The Operations staff in the Central African Republic (CAR) were given a refresher course in Jet A1 operations and quality control as per JIG guidelines. The training was carried out in two batches, on April 6 and 7 and then on April 11 and 12, which were visited by the Chief of Fuel Unit, MINUSCA.

Julius Irimu, certified by the International Group JIG, conducted the trainings where 30 staff benefitted from the theoretical and practical modules. The most important aspects of quality control, such as filter maintenance and PCV checks, were comprehensively discussed. After the training, a mock test was conducted to assess the knowledge of each participant.

BEAT AIR POLLUTION

The World Environment Day (WED) on June 5 was celebrated across the Tristar global network with the annual tree planting activities and informative session related to this year's theme: Beat Air Pollution.

More than 200 saplings and trees were planted this year which highlights Tristar's ongoing commitment to carbon management and environmental protection. And about 50 children of UAE and global staff participated in a

coloring competition with the theme of 'Air Pollution' initiated by the Recreation and Happiness Committee.

The colored sheets were displayed at the head office in Dubai when Tristar UAE belatedly celebrated WED on 16 June which was attended by 90 staff who listened to two external speakers talk about the UN Sustainable Development Goals and International and Local Environmental Best Practices.



CAR



DRC



GUAM



HAITI



KENYA



KUWAIT



MALI



OMAN



PAKISTAN



QATAR



SOMALIA



SOUTH SUDAN



TANZANIA



UAE



UGANDA

TRISTAR RELEASES 7TH SUSTAINABILITY REPORT

Tristar Group CEO Eugene Mayne handed the first copy of the 2018 Sustainability Report titled 'Empowering the Next Generation for Sustainable Development' to Emirates Environmental Group



Chairperson Habiba Al Marashi (center, front row) during a gathering held at the Tristar head office in Jebel Ali on June 16 where the company belatedly celebrated World Environment Day.

"We have and will continue our support towards the advancement of the 17 UN Sustainable Development Goals, as we have an obligation to recognize and promote the need for stability of our environment and to acknowledge the social impact of our business in the communities in which we operate. We at Tristar believe that Business for Purpose must rank at par with Business for Profit and we will continue to champion this mission in the years to come," said Mayne.

Mrs. Al Marashi commended Tristar for being a homegrown responsible business: "I was here at the launch of the 1st edition of the sustainability report and I am delighted to be launching the 7th edition of the sustainability report of our corporate member – Tristar, a company that has truly embraced the concept of 'responsible business'," she said. "I am sure Tristar will continue to be committed to reporting on its initiatives leading by example, and I hope to be part of all the sustainability milestones throughout its journey."

Tristar started submitting its annual sustainability report to the UN Global Company (UNGC) in 2013 as its Communication on Progress document covering the UNGC Ten Principles on Human Rights, Labor, Environment and Anti-corruption.

CLIMATE CHANGE PANEL DISCUSSION



Tristar Group CEO Eugene Mayne was one of the panelists at the Emirates Environmental Group (EEG) Panel Discussion on 'Climate Change: Time for Action'. Held at the Modul University Dubai hall on June 19, the panelists presented how their respective organizations are addressing climate change through their various policies and projects.

The presentations were followed by a lively interactive session where the panelists and participants alike shared information, discussed critical issues, and pondered on the challenges and opportunities that lie ahead. "Going green is not a choice anymore, it is a responsibility," said Mr. Mayne, as he elaborated on the efforts taken by Tristar as a responsible business.

The other panelists led by EEG Chairperson Habiba Al Marashi were Ali Al Jassim, CEO of Etihad ESCO; Dr. Suhail AlGhfeli, Assistant Professor in Environmental Engineering at Zayed University; and Brigitte Dierckx, Sustainability Manager at Engie.

SUSTAINABLE DEVELOPMENT CONGRESS IN SHARJAH



Tristar was invited to participate at the 11th Annual Sustainable Development Congress Week organized by the Alleem Business Congress on July 23. Tristar Group Chief Administrative Officer Balaji Nagabhushan (2nd left) presented the company's initiatives towards the advancement of the UN Sustainable Development Goals (SDGs). The annual congress was a brainchild of Dr. Rasheed Alleem (2nd right) when he was still the Director General of the Hamriyah Free Zone Authority. Dr. Alleem is the current Chairman of the Sharjah Electricity and Water Authority (SEWA).

CSR ROUND UP -1

RECYCLING INITIATIVE RECOGNIZED BY EMIRATES ENVIRONMENTAL GROUP

The Tristar CSR Planet Team's combined efforts to implement a recycling program at various facilities has led to Tristar being recognized by the Emirates Environmental Group (EEG) as one of the top three collectors under the Plastic Category during the months of April, May and July. Tristar has registered as a corporate member of EEG which is a professional working group devoted to protecting the environment through the means of education, action programs and community involvement. The EEG was founded by Emirati environmentalist Habiba Al Marashi in 1991. EEG is the first environmental NGO in the world to be ISO 14001 certified and the only organization of its kind in the UAE with accredited status to the United Nations Convention to Combating Desertification (UNCCD) and the United Nations Environmental Programme (UNEP).

WORLD HUMANITARIAN DAY

Staff at the Eldoret operations of Tristar Kenya visited the Holy Family Children's Home and Dispensary in Eldoret and distributed gift items in commemoration of World Humanitarian Day. The Tristar Tanzania team, on the other hand, visited the Haiiri Orphans Center and donated books for children.



KENYA



TANZANIA

ANNUAL BLOOD DONATION

The staff at Tristar Tanzania donated blood as part of the campaign by National Blood Transfusion Services on June 14, World Blood Donor Day. In the UAE, five individuals heeded the appeal for urgent blood donation for Alexandra, a child diagnosed with Acute lymphoblastic leukemia. They went to the Dubai Blood Donation Centre on June 27.

The Tristar Annual Blood Donation was celebrated in the UAE and Mali on August 19 coinciding with World Humanitarian Day. Staff of both countries donated blood at the Tristar Head Office in Dubai and at the Golden Life Hospital in Bamako, Mali respectively.



MALI



UAE



UAE



TANZANIA

CSR ROUND UP -2

GUAM COMMUNITY ACTIVITIES

Tristar Guam staff volunteered to beautify the Benavente Middle School as part of their annual Adopt A School project. The activities on July 27 and 28 involved general clean-up, water blast and painting of the school exteriors. A team also volunteered to clean and clear waste materials from the areas surrounding Tristar's adopted roadway as part of the annual Adopt A Road project.



BURJ AL ARAB SWIM

Assistant GM for Operations Arundhan Alphones participated in the Dubai Holding Burj Al Arab Swim on April 12. It was Arundhan's first swimming competition where he completed the 1600 meter race with a time of 44:55 and finished 108th among 268 participants. The event was organized in partnership with Al Jalila Foundation and Dubai Sports Council for community wellness, with all the proceeds going to Al Jalila Foundation's Obesity Research Fund.



SUPPORT TO GABAT SCHOOL IN SOUTH SUDAN

Tristar Group CEO Eugene Mayne shows to Jubek State Minister of Education, Dr Wani Sule Lado, the books donated by Tristar employees in the UAE to the Gabat School in Juba, South Sudan. With them is the school's principal George Alex and Tristar South Sudan Country Manager Ravneesh Aujla. Tristar wants to encourage the habit of reading among the students who can further improve their language skills and knowledge. Dr. Wani Sule Lado earlier visited the Computer Lab established by Tristar in 2018, making it the first primary school in the country to offer computer classes. This year, Tristar added three more computers to accommodate the growing number of students.



EXTENSION OF PARTNERSHIP WITH SOUTH SUDAN FOOTBALL ASSOCIATION

Tristar reaffirmed its partnership with the South Sudan Football Association with the signing of an agreement for a further three years to support the salary of a foreign coach, his assistant, and provision of team jerseys. Tristar's community initiatives support the youth of local communities by providing them opportunities to pursue sports and receive professional coaching.

GIVE AND GAIN CAMPAIGN

As an active member of Dubai Chamber's Center for Responsible Business (CRB), Tristar participated in two projects of the 'Give and Gain' campaign during the month of April. The CRB plays a leading role in promoting CSR and guiding organizations to adapt sustainable and responsible business practices.

The first project involved the collection of old electronic equipment from employees along with corporate e-waste, which were donated to Meltoo, benefitting 'Friends of Cancer Patients'. The second project involved a partnership with the Give A Ghaf Program organized by Goumbook where Tristar volunteers repotted and transferred over 200 ghaf seeds at the Al Barari nursery in Dubai.

EARTH DAY

Tristar conducted a global webinar on April 22, coinciding with Earth Day, to increase awareness on the anthropogenic impact on Earth. Post the webinar which had the participation from other overseas operations, staff at the head office in Dubai received small plants which can contribute to better air quality in the office that could lead to higher creativity and lower stress among staff. The distribution of the



plants was an idea of IT Manager Prasad KM who is a member of the CSR Steering Committee. The plants were distributed in recycled coffee containers.

By Faisal Ahamed, HSEQ MS Compliance Auditor

EMERGENCY RESPONSE PREPAREDNESS



The Head Office and Abu Dhabi Branch collaborated to test the company's emergency response preparedness through a 'Mega Rollover Drill' involving a fuel tanker rollover, spillage and fire held on June 27.

The drill scenario had a Tristar fuel tanker loaded with 36,000 liters of Diesel rolling over near the I-CAD 3 area after the driver was forced to apply harsh brake to avoid collision with a 3rd party vehicle which suddenly swerved in front of the tanker. The driver was not badly hurt because he was wearing a seat belt. He was able to get out of the trailer from the right door as the trailer and tanker were lying on their left side. Then another 3rd party vehicle hit the rear side of the tanker which resulted to product leakage.

The driver immediately went back to the trailer to get the Spill Kit, Portable Fire Extinguisher, TREM Card and Safety Data Sheet (SDS) of Diesel. Once he reached the product spillage area, a fire broke out created by the spark of the exhaust of another 3rd party vehicle which was passing.

The driver ran 200 meters away from the incident site since it was out of his control and called the number 999 for the support from Civil Defense and Ambulance. Driver then called the Tristar Hotline and informed Base Coordinator of Dubai branch about the incident. Base Coordinator-Dubai then informed Incident Commander-Dubai and Group HSEQ and Sustainability Manager and set up the crisis management room with Communication Team Leader. Incident

Commander-Dubai then informed Incident Commander-Abu Dhabi about the incident and Tristar Abu Dhabi ERP was activated.

The authorities such as the Police, Civil Defense and Ambulance did their part in the emergency response. Once the fire was put off the Civil Defense handed over the incident site to Tristar Abu Dhabi Incident Commander who oversaw the product transfer. Then the Abu Dhabi branch's Emergency Controller and HSEQ Advisor made arrangements to lift the tanker with a mobile crane and the Permit To Work (PTW) system was in place to assure that HSE controls are being followed. With the help of Emergency Response team, the site clean-up was done and all wastes were removed. The Tristar Abu Dhabi Incident Commander then called off the drill and informed the Head Office's Incident Commander about it. Also the customers and authorities were subsequently informed.

The mega rollover drill was monitored by the customers and others guests. After the drill the Group HSEQ and Sustainability Manager conducted a de-briefing session with the Tristar Abu Dhabi ERP Team, the customers and authorities and discussed about the pros and cons of the drill. Tristar Road Transport and Warehousing GM then closed the de-briefing by thanking everyone involved. The Abu Dhabi Civil Defense gave a rating of 100 for the mega drill response, thereby confirming that Tristar is prepared and trained for any emergencies.

QUARTERLY SAFETY CAMPAIGNS IN AFRICA AND DUBAI



The operations in South Sudan and Central African Republic have conducted their Quarterly Safety Meeting (QSM) or campaign on August

2 in Juba and August 10 in Bangui, respectively. In Bangui fire safety was discussed while in Juba the participants were briefed on HSEQ KPIs, LFI and health issues such as the Ebola virus.

In the UAE, the QSM was held on July 26 at the DulSCO Events Arena in Al Quoz, Dubai, where GM for Road Transport and Warehousing Shivananda Baikady made drivers realize the staggering number of injuries from road accidents. According to the World Health Organization, about 1.35 million die as a result of a road traffic crash, but between 20 and 50 million more people suffer non-fatal injuries, with many incurring a disability as a result of their injury. Baikady therefore encouraged the drivers to focus on third party error and avoid road incidents. Tristar Group HSEQ & Sustainability Manager M.S. Sridhar opened the meeting with learnings from the third party rollover incident. Guest speakers were from Dubai Police, RTA and Shell. A number of drivers were rewarded for using their Stop Work Card and for qualifying under the Drivers' Professional League.

HSSEQ INDUCTION REFRESHER TRAINING

The Tristar Group HSEQ Team arranged an Induction Refresher Training for office and admin staff based in various locations in Dubai on August 28 and 29. The trainings were held at the Head Office Training Room and were attended by 78 employees.

The refresher training covered Tristar's Vision and Mission, HSSEQ Policies, office risks, Head Office HSSE requirements, IMS requirements and detailed response procedures for potential emergencies in the office. It also discussed the Stop Work authority empowered in each employee, the importance and various platforms of incident reporting, the HSSEQ rewards and recognition program, and the sustainability strategy and practices of the company.

The trainings were conducted by Group HSEQ & Sustainability Manager M.S. Sridhar and HSEQ MS Compliance Auditor Faisal Ahamed. The same module will be cascaded to other locations across global network through the respective HSEQ Advisors. The module will also be made available in Tristar Planet.

A DAY WITHOUT ACCIDENT IN DUBAI

For the second consecutive year, Tristar has supported Dubai Police's 'A Day Without Accident Campaign'. Dubai Police encouraged drivers in Dubai to make an online pledge and urged them to drive safely and have an accident-free day on September 2 which is the start of the new academic year. To ensure smooth traffic on the first day of school, Dubai Police had extended the campaign to encourage pedestrians and other road users to follow safe road behaviors. The Tristar Group HSEQ Team, along with the Road Transport Operations Team, promoted the campaign on August 30 at the new staff accommodation. Around 181 drivers and administrative staff participated in the campaign.

HAPPY BIRTHDAY BOSS



Tristar Group CEO Eugene Mayne's 66th birthday was celebrated across the global network with an environmental theme on tree-planting. The program at the Head Office started with a 'Parade of Nations' as Tristar has various nationalities working in 20 countries and territories. Co-hosts were Art Los Banos and Monica Kiir. Two song numbers were rendered by Arlene Banda and Lupo Castilo and a Bollywood dance was performed by a 10-member group led by Sanjit Roy. The overseas operations sent their video greetings

showing staff planting trees. Mr. Mayne's relatives, friends and beneficiaries also sent their video greetings. About 300 saplings were distributed to the well-wishers who were encouraged to plant in their own backyard or in their homeland. The decorations were arranged by Adela Elago, Jovita Jasmine and Prasad KM, while the video greetings were collated and edited by Jayesh Menon and Suresh Kalakunnath.



INTERNATIONAL DAY OF YOGA

Tristar UAE and several global operations celebrated Yoga Day in June. The United Nations General Assembly in 2015 has unanimously declared June 21 as an international day for yoga which is a physical, mental and spiritual practice originating from India.



CAR



KENYA



SOUTH SUDAN



TANZANIA



UAE

CARROM TOURNAMENT AT NEW STAFF ACCOMMODATION

By Arundhan Alphones, Assistant GM for Operations



The 3rd Tristar Carrom Tournament for drivers and ground staff was successfully completed in August with the finals held on August 16 at the new staff accommodation in recreation room.

The event featured a Doubles Open for more than 30 players coming from different departments, mainly HDD drivers who have been playing regularly as a way to relax after a stressful working day.

The tournament followed a “Best of Three” format for each team. Teams with two winning boards moved to the next round. There was a lot of excitement to see many players busy “strategizing” to “optimize their performance” which is typically a trait of competitors in advanced level events.

This year’s tournament had several new players with immense talents in carrom board tactics, with most of the matches ending in dramatic finish. Those living in the new staff accommodation were really entertained especially during the final matches won by Dibas Rajbanshi and Mohammed Abu Taleb So Jamal Ahmed. The runners up were Wajid Mehmood Gohar Ur Rehman and Devi Bahadur Limbu. Third place winners were Yathish Ravindra Gatty and Shibin Tharakkankiyil Kannan.



ANTI-DRUGS CAMPAIGN

Dubai Police Sergeant Musa Guled conducted a seminar on Dubai Police’s anti-drugs campaign on August 27 which was attended by office staff, drivers, mechanics and other ground staff based at the head office. He said to report any substance abuse at Toll-free number 901.



FINANCIAL LITERACY SESSION

On July 18, UAE Exchange conducted at the new staff accommodation an awareness session on the importance of savings and opening individual bank accounts in home countries of drivers and ground staff. It was an informative and interactive session where a quiz was held with corresponding prizes, including a cricket kit. There were more than 100 employees who attended Financial Literacy Session.

BP RECOGNITION

Tristar Group CEO Eugene Mayne gives the Best Safe Driver Award certificate to Tristar driver Muthusamy Servai Arumugham, together with BP Lubricants management team, at the BP Driving Safety Conference on June 21.



WISH YOU WELL DENESH

Denesh Chandra Sutradhar has retired after working for 18 years as Steam Cleaner. He was given a send-off by Workshop colleagues and attended by Operations, HR and Administration staff.



IFTAR AT NEW STAFF ACCOMMODATION

This year’s annual Iftar with drivers and ground staff was held at the new staff accommodation on May 23 where many managers and office staff attended, including five women. Tristar Group CEO Eugene Mayne delivered his Ramadan greetings and wished everyone well.



REFLECTIVE LEARNING SESSIONS

Every Friday a short session is conducted by the Journey Management Team led by Kannan Vilasini and Vikram Singh at the new staff accommodation discussing various issues from fatigue awareness to rollover prevention, from weather conditions to loading and offloading procedures, and to use of medicines, among others.



GUAM TEAM BUILDING

Tristar Guam staff held their first team building for the year at Leo Palace Resort Guam, Bowling Alley on May 22. They were divided into groups of five to six people from different departments so that everyone had the chance to get to know others they don’t normally work with.

EDITORIAL TEAM:

Arthur Los Baños
Balaji Nagabhushan
Sanjit Roy
Jayesh Menon
Monica Kir
Mohan D.

TRISTAR OFFICES:

UAE: +971 4 8997900
OMAN: +968 2 444 1128
KUWAIT: +965 97 253 031
QATAR: +974 44 515 338

HAITI: +509 473 03 213
GUAM: +1 671 565 2300
CAR: +236 727 552 42
LIBERIA: +231 770065669

SOMALIA: +252 619512115
DR CONGO: +243 992 783 816
KENYA: +254 203 741 127
PAKISTAN: +92 345 822 0916

KSA: +966 565 745 645
SOUTH SUDAN: +211 916 721 430
UGANDA: +256 782 488 663
TANZANIA: +255 22286 2083
MALI: +223 70 38 46 25