



# TRISTAR WORLD

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April 2022



**TRISTAR IS A  
SIGNATORY TO THE WOMEN'S  
EMPOWERMENT PRINCIPLES**

# MESSAGE FROM MARITIME LOGISTICS CEO



Since my last message in this newsletter in September 2019, many things have changed within Tristar Maritime Logistics as they have in the world in general.

Starting with the positives. The new building 25,000 DWT IMO II vessels ordered at the end of 2018 were successfully delivered with four coming in 2020 and the final two in January 2021. All six vessels despite the pandemic were delivered on time and on budget. Upon delivery to Tristar the vessels were placed on Time Charter to Shell and have been performing as expected and planned.

The inaugural 'Safety at Sea' Conference was held in November 2019, followed by a virtual version in December 2020, and then a hybrid event at the India Pavilion at Expo 2020 Dubai in December 2021. This annual event has been a success for both Tristar and more importantly our seafarers and seafarers in general.

Many industry leaders and professionals have attended and thousands of seafarers around the globe participated virtually in all three conferences (including 2019 prior to virtual being the norm). Key successes from the conferences include the establishment of a Help Line in association with the Sailors' Society enabling seafarers and their families to get immediate support in times of need. Tristar also established a training programme for officers to help identify fellow seafarers who may be showing signs of mental fatigue.

In 2016, Eships was acquired by Tristar and by 2019 we had already established the Tristar Maritime Logistics brand. As vessels from the Eships fleet have been going for their 5-year dry dock cycle we have taken the opportunity to rename the vessels with the Tristar prefix.

The pandemic has caused many issues for all industries and shipping was certainly not isolated. Many logistical issues were raised around the globe with quarantine

issues for both crew and also vessels when trading to certain ports. I would like to thank the dedication and professionalism of the Maritime Team that kept our fleet moving and downtime due to Covid to a minimum. This was highlighted to Tristar on a video call with Shell who advised that Tristar was one of the best performers in this regard.

Despite all the challenges faced 2021 was a record year in terms of financial performance in regards to Revenue, EBITDA and Net Profit, with 2022 on track to outperform 2021.

Looking forward there are new regulations coming to the world in general in relation to decarbonisation with various versions of Net Zero coming for 2050 and other targets by 2030.

Global Shipping accounts for c. 2.8% of all Carbon Emissions. New regulations come into effect on 1st January 2023, with the aim to reduce overall emissions through to 2030. With Tristar's historic sustainability outlook - before it became fashionable - our new build vessels in 2016 and again in 2020/2021 already meet the new regulations through to 2030 without having to make any modifications.

For the older fleet a programme has been implemented and all vessels reviewed by their respective class and our technical team. Where appropriate modifications will be completed well in advance of 1st January 2023 to ensure full compliance and uphold Tristar's strong commitment to sustainability. In addition, an ongoing evaluation of the fleet is being established to see how we can not only meet the regulations but also strive to continuously stay ahead of them. Various concepts have been reviewed for alternative fuels including battery-powered vessels for the coastal fleet and dual fuelled ocean going vessels, however, this will be a marathon not a sprint.

To conclude it is heart-warming that Tristar Maritime has been externally recognized in the past two years winning Corporate Social Responsibility Awards, from The Maritime Standard, Seatrade and, most recently, in March 2022 from the Logistics Middle East Awards for our 'Safety at Sea' initiatives.

Thank you,

**CHRIS PETERS**



The Tristar fuel farm on the Pacific Island of Guam.

## TRISTAR ACQUIRES MAJORITY STAKE IN HG STORAGE INTERNATIONAL LIMITED IN DEAL VALUED AT USD 215 MILLION

Tristar Group CEO Eugene Mayne announced that the company has signed a sale and purchase agreement with Madison Pacific Trust Limited to acquire a 51 percent stake in HG Storage International Limited. Madison Pacific is selling such stake as holder of a security interest in such stake granted by HNA Innovation Finance Group Co., Limited to secure payment under certain notes issued by HNA. HGSI is a joint venture between HNA and Glencore Group Funding Limited, a wholly owned subsidiary of Glencore Plc. Glencore is one of the world's largest globally diversified natural resource companies.

Through this deal, Tristar will acquire a majority holding in a well-diversified portfolio of oil storage, distribution and retail assets owned by HGSI, comprising 8 operating assets across 4 key regions: Europe, the Americas, Middle East and Africa. The transaction, valued at USD 215 million, will add in excess of 3 million cubic meters of fuel storage capacity to the Tristar portfolio and extend the company's global presence to 29 countries across the globe.

Tristar owns and operates fuel storage facilities in Guam, Haiti, Mainland USA, Africa and UAE. The facility on the Pacific Island of Guam is one of the largest fuel storage terminals in the Pacific region. The fuel farm consists of 26 above ground storage tanks with a combined capacity of 4.2 Million Barrels and is connected to the principal commercial oil jetty within the Port Authority of Guam by means of three fully owned 8-kilometer underground pipelines.

Following the transaction, Glencore will remain as a key strategic shareholder of HGSI and a joint venture partner to Tristar. Completion of the deal is expected in the second quarter of 2022 and subject to certain regulatory filings and approvals, and stakeholder consents.

Tristar was advised by Acqua Capital (financial advisor) and Freshfields Bruckhaus Deringer (legal advisor). Madison Pacific was advised by PricewaterhouseCoopers (financial advisor) and Stephenson Harwood (legal advisor).



## TRISTAR SELECTS IRU ROADMASTERS TO BOOST HYDROCARBON TRANSPORT SAFETY

Tristar Group has chosen the IRU RoadMasters hydrocarbon programme for its operations across the GCC and beyond. The company will roll out IRU RoadMasters to provide quality training to its drivers and reinforce safety processes across its hydrocarbon product supply chain. Tristar started its accreditation process last November in order to establish a team of IRU certified trainers and assessors.

IRU RoadMasters helps mobility and logistics operators develop, strengthen and manage key workers, especially commercial drivers, with state-of-the-art training and assessment solutions. It certifies professional drivers and provides companies with digital dashboards to monitor and manage driver skills profiles.

"I am proud of Tristar's commitment on safety and that is why we chose IRU RoadMasters. The team is now accredited and ready to roll out the programme. We are looking forward in particular to more detailed analytics in order to assess, reward and motivate our valuable drivers," said Tristar Group CEO Eugene Mayne. The company aims to further increase efficiency and strengthen safety processes throughout its road transport delivery chain. The company selected IRU RoadMasters to train and assess drivers and staff who deal with hydrocarbon products due to its reputation as a high-level international standard industry benchmark.

Patrick Philipp, IRU Director of Certification and Standards said: "IRU is delighted to be working with Tristar to make the transport of liquid hydrocarbons even safer throughout their supply chain. Their commitment to meet the highest international standards will set an enviable benchmark for the region."



## TRISTAR EXPANDS ROAD SAFETY AWARENESS CAMPAIGN IN ABU DHABI

Tristar Group was one of the main sponsors of the Zayed Humanitarian Day Iftar event organized by the Saaed Association on April 20 at the Shangri-La Qaryat Al Beri, Abu Dhabi. The association is known in the capital for its awareness campaign initiatives for the prevention of traffic crashes.

Tristar Abu Dhabi Transport Operations Assistant GM Sathishaa Adappa and Tristar Group HSEQ & Sustainability Manager Sridhar M.S. received the certificate of appreciation from Brigadier General Eng. and Chairman of the Board of Saaed Association Hussain Ahmed Al Harthi (right) and Brigadier and Executive Manager of Saaed Association Jamal Salem Abdullah Al Ameri (left).

Sridhar delivered a short message about the company's road safety journey and best road safety practices. Some proceeds of the event will be given to the association's beneficiaries who are people of determination and orphans.

## TRISTAR INAUGURATES BARGE FOR PEACEKEEPING STAFF ACCOMMODATION



Tristar Group’s specially-designed barge to be used by peacekeeping staff for their accommodation on the River Nile in South Sudan was recently inaugurated by the country’s Minister of Transport, Hon. Madut Biar Yel, Ambassador of India to South Sudan, H.E. Vishnu Kumar Sharma and Tristar Group CEO Eugene Mayne. The event took place in the capital Juba.

Tristar had contracted a group of renowned marine architects to design the barge that would be traversing the River Nile on any given day making deployment of peacekeeping personnel quick and efficient. The company is providing fuel supply operations to the peacekeeping mission in South Sudan since 2007.

The barge has been built with all measures to ensure that it is environmentally friendly while operating on the river. The company plans to build more barges that would create employment and business opportunities for the local community and enhance the technical competence of the people.

Mr. Mayne commented: “Our aim is to have a truly modern fleet operating on the River Nile and we look forward to constructing more such modern vessels. We are a responsible business and we always connect with the local community even in remote locations.”

## TRISTAR SUPPORTED FIGHT AGAINST COVID-19 IN TUNISIA

Tristar Group through its branch in the Kingdom of Saudi Arabia (KSA) has delivered 12 cryogenics ISO tanks with liquid oxygen to the Tunisian Health Ministry as part of the King Salman Humanitarian Air and Relief Center’s assistance to the northern African country’s Covid-response efforts.

The center has committed 200 tons of liquid oxygen to the Tunisian government in addressing the pandemic in the country.

The liquid oxygen was loaded at the SABIC plant in Jubail in 12 cryogenics ISO tanks supplied by Tristar which were then delivered by road transport to the Jeddah Port for sea shipment to Tunisia.

“This is our first shipment of liquid oxygen to Africa from the Kingdom and we are very happy to have assisted the King Salman Humanitarian Air and Relief Center,” said Tristar Group CEO Eugene Mayne.



Tristar is operating a Cryogenic Gas Transport division in the Kingdom and is also offering the leasing of cryogenic ISO tanks and road tankers, in addition to consultation, engineering and intermodal transport services for cryogenic gas.

Tristar KSA Country Manager Aous Al Ali said the company has been contracted by SABIC since 2018 for the transportation of liquid gases for SABIC affiliates and SABIC customers domestically inside the Kingdom and to the GCC and Jordan. Tristar recently signed a 3-year contract for the transportation of different types of liquid chemicals inside the Kingdom and the GCC.



## TRISTAR RECEIVES IRU ROADMASTERS ACCREDITATION

Tristar Group received its IRU RoadMasters Accreditation and is now certified to conduct trainings and run assessments for the IRU RoadMasters Hydrocarbon Program. Earlier, Tristar HSEQ officers and Driver Mentors attended the IRU RoadMasters 'Train the Trainer' program. After which, they successfully qualified and were accredited to extend IRU RoadMasters Hydrocarbon Program with all professional drivers of the group in various locations.

IRU Secretary General Umberto de Pretto visited the Tristar Head Office on March 23 and handed over to Tristar Group CEO Eugene Mayne the IRU RoadMasters Hydrocarbon Program Accreditation Certificate.



## POST COMMISSIONING AUDIT

Tristar Group's HSEQ Team visited the Tristar Entebbe Aviation Fuel Farm in Uganda to carry out post commissioning audit. HSEQ MS Compliance Auditor Faisal Ahamed conducted an audit from February 21 to 23. The scope of the audit covers the post commissioning HSEQ arrangements of the terminal facility and airport apron area, review of HSEQ practices, review of HSEQ interface in operations, and to set baseline reference intended for continual improvement.

Fuels GM Anil Parri, Uganda Country Director Promise Anagolu, Group HSEQ & Sustainability Manager Sridhar Srinivasalu, Site Manager Murugesan Ganapathy, and Manager Projects & Maintenance Daljinder Sidhu attended the audit closing meeting where the continual improvements of the facility were discussed.

## EXTERNAL COMPLIANCE AUDITS

Tristar Dubai Road Transport operations completed its first periodic surveillance audit for the standard ISO 39001:2012 Road Traffic Safety Management System on January 28. Tristar completed the audit successfully without any non-conformance. The audit was conducted virtually by URS India.

The Tristar Chemical Terminal (TCT) inside the Jebel Ali Free Zone completed its second periodic surveillance audit from DNV GL on March 11. The terminal passed without any non-conformance. The audit was a two man-day physical visit conducted by two auditors. Earlier, TCT received the ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certifications.

## DANGEROUS GOODS SAFETY ADVISER TRAINING

Tristar's HSEQ Team arranged a Dangerous Goods Safety Adviser (DGSA) training with the IRU Academy which was attended by HSEQ and Dangerous Goods Handling staff of the company from several facilities. The training was held from March 21 to 25 at the Tristar Chemical Terminal inside the Jebel Ali Free Zone in Dubai, UAE.

Ivan Schmelczer from the IRU Academy conducted the classroom training with a written examination for participants to qualify as a Dangerous Goods Safety Adviser. The training emphasized on the storage, handling, road transport and labelling of dangerous goods in compliance with ADR regulations. All the 10 participants successfully qualified and are now certified Dangerous Goods Safety Adviser.



## FIRST QUARTERLY SAFETY MEETING OF 2022

The first Quarterly Safety Meeting (QSM) of 2022 was held on February 27 and conducted in-person at main staff accommodation in Jebel Ali (Dubai, UAE) and live streamed across various offices and accommodations in the UAE and GCC.

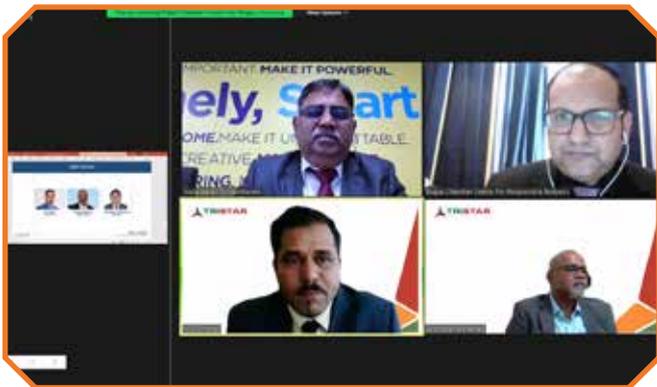
Group HSEQ & Sustainability Manager Sridhar Srinivasalu opened the meeting with the 2021 Road Safety Performance report where Tristar's professional drivers completed 61 million kilometers without any fatality, therefore achieving Goal Zero. He also introduced the theme of the quarter, 'Care - Care Yourself; Care Your Family; Care Community; Care Customer and Company Reputation' and shared road safety insights on 'cornering events' by highlighting defensive driving techniques. Srinivasalu further updated the drivers with the revised driver accident-free bonus policy, Drivers' Professional League and HSSEQ Quarterly Award Program system.

UAE Product Head of Road Transport Arundhan Alphones shared learning from incidents (LFIs) and reminded the participants, including those working in warehouses and workshops, that they are empowered with the Stop Work authority. He then encouraged them to intervene when unsafe act or unsafe conditions are noticed.

Shell Oman Transport Manager Ali Al Rahbi shared some Behavior Based Safety techniques with the drivers, while Abu Dhabi Police Sergeant Ahmed Adbou provided insights and guidelines to reduce traffic accidents. The third external speaker, IRU RoadMasters Instructor Ivan Schmelczler, lectured on safe dangerous goods handling measures.

During the open forum, Tristar heavy duty driver Shams Ur Rehman narrated mistakes he encountered during his driving career. The drivers who excelled in road safety were rewarded through the Drivers' Professional League (DPL) program.

Tristar Group CEO Eugene Mayne expressed his dream of having one of Tristar drivers' sons as the future CEO of company. As in all previous QSMs, Mr. Mayne reiterated to all drivers to strictly follow the Tristar Road Transport 5S Golden Rules.



## ROAD SAFETY AWARENESS WEBINAR

The Road Safety Task Force of Dubai Chamber's Sustainability Network where Tristar is the Lead Company organized a Road Safety Awareness Webinar on March 16. Group HSEQ & Sustainability Manager Sridhar Srinivasalu and Product Head of Road Transport Arundhan Alphones participated as speakers. Srinivasalu shared his technical expertise in hazard identification and said: "Hazard identification is the stepping stone of the risk management process. This can be achieved only if we address all hot spots as part of the corporate governance risk culture." Alphones for his part enumerated the required observation skills while driving - Judgement, Observation and Experience as the holy trinity of driving skills.

"On behalf of Dubai Chamber Centre for Responsible Business, I would like to express my sincere appreciation for your presentations during Road Safety Awareness webinar. It was great to hear your views, thoughts and insights on the important subjects of hazard identification and effective observation skills while driving. I am sure that it was a valuable learning experience for all the participants who attended the event," commented Syed Atif Ali, Program Manager - Corporate Social Responsibility, Center for Responsible Business, Economic Research & Sustainable Business Development, Dubai Chamber.



## TOWN HALL WITH GCEO

UAE-based staff of the Road Transport and Warehousing (RTW) operations attended a Town Hall meeting on March 25 with Group CEO Eugene Mayne, who highlighted the values of the RTW business and how important and critical it is to sustain and develop Tristar's 'culture of safety at all levels'. He also congratulated the frontline operation executives who perform value delivery to customers in their respective zones for their sincere efforts in making the company a safe place to work and as one of the preferred partners for existing and potential global customers.

Mr. Mayne further insisted that reporting of Near Miss (NM), Potential Incidents (PI), Unsafe Conditions (UC) and incidents (INC) on time is key for success in safety performance. He therefore urged everyone to comply with these basic requirements to cultivate a habit of reporting.

RTW General Manager Shivananda Baikady spoke about the consequence of not reporting and thanked everyone for their contribution in managing the safety of every one and external stakeholders. The attendees took an oath and promised to continue their good work at all times and to report all NM, PI, UC and INC on time.



## STAFF & DRIVERS TRAININGS

Tristar's Head Office HSEQ Team reiterated the importance of the emergency response and preparedness protocols with all frontline supervisors, managers and facility heads of the RTW business in UAE on March 26. The reporting protocols and time frames to report emergencies were highlighted. The in-person and online participants were further instructed to step up and consistently communicate with drivers to always report NMPs and emergencies on the hotline number and with their respective supervisors.

On March 27, Group HSEQ & Sustainability Manager Sridhar M.S. shared the statistics and journey event insights taken from the Telematics and GreenRoad IVMS and AI system to address drivers about their road safety behaviors and areas of improvement. Group CEO Eugene Mayne highlighted the reason for having the IVMS with artificial intelligence feature and instructed the drivers to monitor the journey event statistics and improve their respective performances.

## HEAD OFFICE WORKSHOP UPDATES



The Workshop Team at the Head Office executed two in-house vehicle branding projects which generated savings for the company compared with outsourcing the projects. These are the first pick-up sourced by RTW-UAE for Tristar HAZMAT's operations in the GCC and the 10 vehicles for the Cemex Readymix concrete operations in the UAE.

As a continuous improvement in facilitating safety, the team has installed an overhead lifeline system to carry out pre-trip inspection checks on Tristar fleet. A 3rd party certification for the lifeline system and operational training were provided to the Operations Team and drivers.



**ENVIRONMENTAL**

**Rooftop Farming at Head Office**

Group CEO Eugene Mayne (in tie) and some members of the Environmental, Social and Governance (ESG) committee inspect the rooftop garden maintained by office-based staff every winter period since 2016. This season has the most number of vegetables and fruits, namely carrot, okra, tomato, brinjal, coriander, green chili, long beans, spinach, pechay, sweet melon, lettuce, pumpkin and basil.

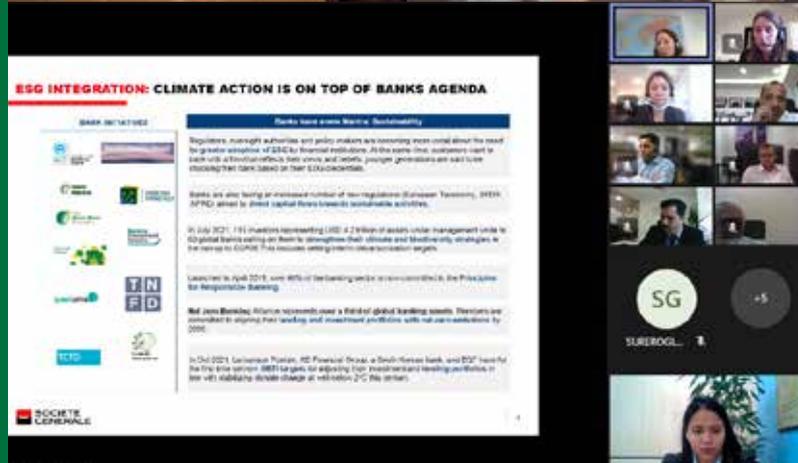


**Earth Hour**

On the last Saturday of March at 8:30 pm, Tristar staff and their families joined millions of people across the globe in switching off non-essential lights and appliances for one hour celebrating Earth Hour, the world's largest grassroots movement for the environment. Pictures show staff at two camps in Mali participating.



According to Tristar CSR and Sustainability Officer Racheal Xavier "by taking part in this global 'lights out' event, we acknowledged our commitment to #Connect2Earth this Earth Hour". This year, Earth Hour focused on enhancing awareness on biodiversity loss and climate change, sparking conversations about these very real issues.



**GOVERNANCE**

**Session on Poseidon Principles**

Several members of the Tristar ESG Committee led by Group CEO Eugene Mayne and executives of the Maritime Logistics business attended the online session conducted by the Societe Generale on the Poseidon Principles which are a framework for assessing and disclosing the climate alignment of ship finance portfolios. The principles create common global baselines that are consistent with and supportive of society's goals to better enable financial institutions to align their portfolios with responsible environmental impacts.



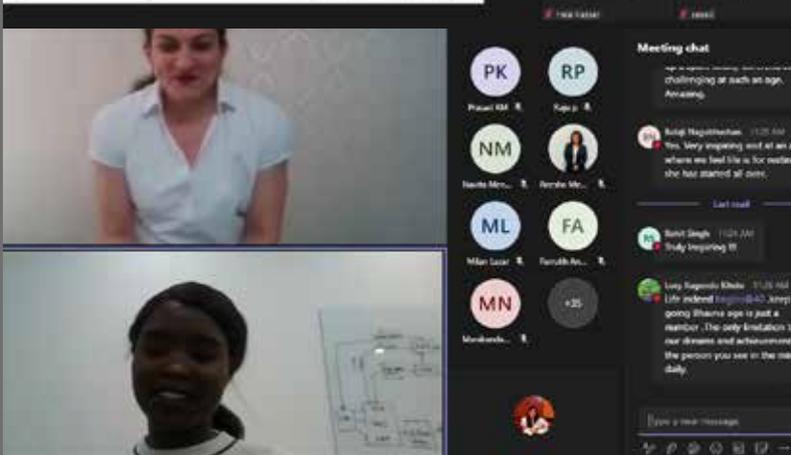
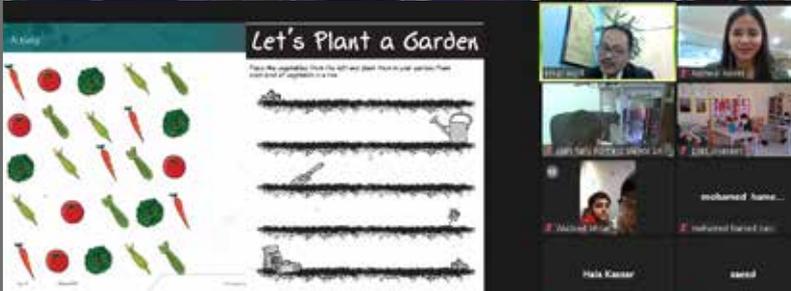
**International Women's Day Panel**

Group CEO, Eugene Mayne, was a panelist at the UN WOMEN SDG5 SUMMIT on March 9, where he spoke on 'CEO High-Level Panel- Accelerating Progress on SDG5: Perspectives on the Future of Women in Workplaces & Communities' which was moderated by Anita Bhatia, Assistant Secretary-General of the United Nations and Deputy Executive Director of UN Women.



**Business Response on Climate Change Panel**

Group Chief Administrative Officer Balaji Nagabhushan was one of the panelists at the 'Business Response on Climate Change' forum organized by the UN Global Compact at the UN Hub at Expo 2020 Dubai on January 19.



## SOCIAL

### Volunteering at Expo 2020 Dubai

Employees from different departments got an opportunity to volunteer at the Indian Pavilion from December 1 to 7, 2021 and from February 15 to March 15. They took turns in manning the Tristar giant video and interactive screens on the 3rd floor of the pavilion.

On March 27, Adela Elago, Aurabelle Dian, Prasad KM, Jayesh Menon and Zaheer Ul Haq Abbasi attended the event at the Jubilee Stage honoring Expo volunteers assigned to different roles, serving visitors and participants, with allocations based on skills and interests. The event was attended Sheikh Nahyan bin Mubarak Al Nahyan, Minister of Tolerance and Coexistence, Reem bint Ibrahim Al Hashemy, Minister of State for International Cooperation and Director-General of Expo 2020 Dubai, and Hessa bint Essa Buhmaid, Minister of Community Development.

### Community Volunteering

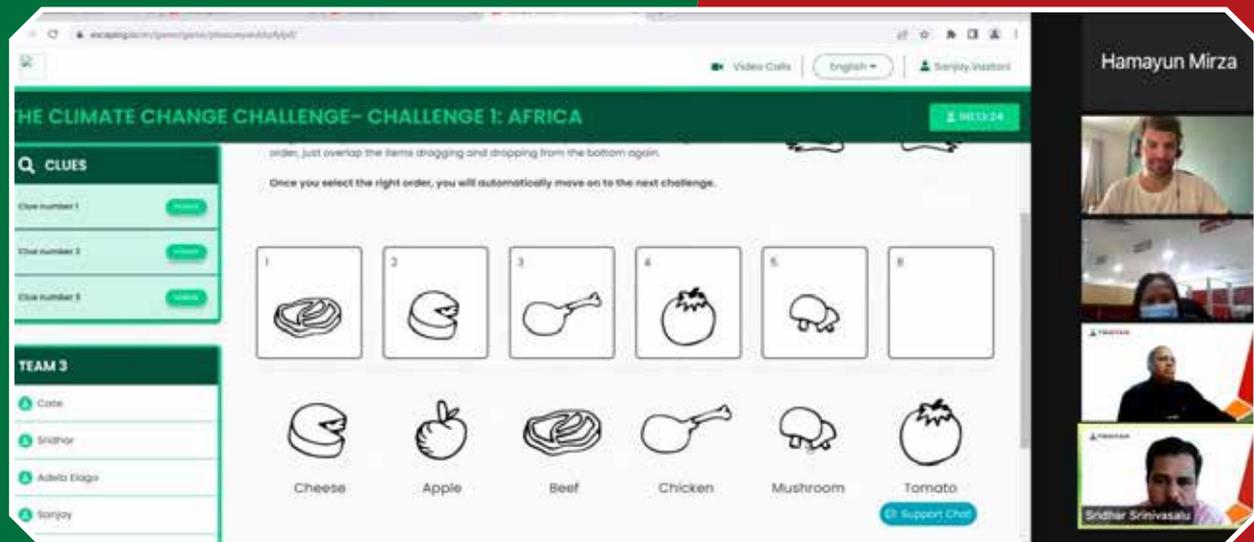
Being an active member of Dubai Chamber's Sustainability Network, Tristar is committed to participate in all kinds of corporate volunteering programs. Through the 'Engage Dubai' initiative Corporate Communications Senior Manager Arthur Los Banos, IT Business Applications Manager Prasad KM and CSR and Sustainability Officer Racheal Xavier supported the online sessions coordinated by INJAZ UAE which give young adults the knowledge and skills they need to plan their professional future and make smart academic and economic choices.

### International Women's Day at Head Office

Women staff at the Head Office celebrated International Women's Day by attending a motivational webinar by Bhavana Tokekar, a four-time gold medalist in powerlifting. The webinar was attended also by other women staff and even men from various locations in the UAE and globally. After the webinar they were treated with lunch and received eco-friendly gifts. Purple, green and white were the colors of this year's celebration with the hashtag #BreakTheBias.

### Children of Determination from SNF Visit Tristar

Tristar hosted the Special Needs Future Development Center (SNF) Pop-up Shop at its head office in Jebel Ali as part of Dubai Chamber's 'Give and Gain Initiative of 2022 on April 20. The purpose of the pop-up shop was to build the students' communication skills and confidence through interaction with different private and public groups while they promote the handicrafts they have created or enhanced such as paintings, jewelry, lanterns, keyholders, and greetings cards. Tristar staff interacted with the students and facilitators.



## Let's Learn 2022

We had two sessions of our Let's Learn series this year. The first was an insightful session on 'Emotional Intelligence' on January 25.

We all have different personalities, different wants and needs, and different ways of showing our emotions. Navigating through these takes tact and cleverness especially if we hope to succeed in life. This is where emotional intelligence becomes important.

Emotional intelligence is the ability to recognize your emotions, understand what they're telling you, and realize how your emotions affect people around you. It also involves your perception of others. When you understand how they feel then you are able to manage relationships more effectively.

We probably also know people who are masters at managing their emotions. They don't get angry in stressful situations. Instead, they have the ability to look at a problem and calmly find a solution. They're excellent decision makers, and they know when to trust their intuition. Regardless of their strengths, they are usually willing to look at themselves honestly. They take criticism well, and they know when to use it to improve their performance.

The next session was a team building activity - The Climate Change Challenge - held on February 22.

Climate change is happening, temperatures are rising, droughts and wildfires are starting to occur more frequently, rain patterns are shifting, glaciers and snow are melting, and the global mean sea levels are rising. All these were put forth in a very highly engaging team building session. Through a mixture of intellectual, imaginative and interactive challenges, the teams travelled the world to find the key to defeating these global threats. It wasn't easy and players had to collaborate, think creatively, and use all their problem-solving skills to do it.



The questions were with regards to sustainability, carbon emissions, dwindling forests, animal life, population, hunger and sustainability. Vital questions answered and loads of knowledge gained. Recycling and using reusable items were encouraged and everyone had to pledge a little personal contribution towards a greener planet.

We look forward to more sessions on our 'Let's Learn' initiative these coming months. Stay tuned!

**by Charmaine D'Cunha, Asst. Manager-Training & Recruitment**



Here are images of various Employee Engagement activities in the UAE.

Dubai-based staff of the Road Transport and Warehousing operations played two friendly cricket matches with customers Linde, February 26, and JSW, March 20.

Staff living at the main accommodation in Jebel Ali enjoy their time with recreational activities like Carrom, Ludo and Table Tennis.

A Badminton Tournament was held at the main staff accommodation on March 27.

Western Union distributed sweets to drivers and ground staff on April 15 on the occasion of Baisakhi which is the Sikh's New Year celebrated in Punjab, India.

JAFZA Chemical Warehouse Operations Supervisor Lupo Castillo was among the Top 5 Finalists of the Western Union Camp Ka Champ - Season 15 Singing Competition.



Group CEO Eugene Mayne extending the company's sponsorship of the South Sudan Football Association



The Operations Leadership Team of Shell Global visited the Head Office on March 31



Members of the Environmental, Social and Governance (ESG) Committee



Harvest time at the 'Rooftop Farm'



Daily stretch session of workshop personnel



Monthly birthday celebration

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