

TRISTAR WORLD

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April 2025



TRISTAR

Celebrates

**3rd International
Women's Day**

MESSAGE FROM GROUP CEO

Dear Colleagues,

I am thrilled to share with you some of the outstanding accolades and recognition that Tristar has garnered across various regions, thanks to your continuous dedication and hard work.

In the DRC, our team's unwavering support to peacekeeping missions, despite significant security challenges, has not gone unnoticed. In Tanzania, our punctuality in fulfilling tax obligations and strict adherence to regulatory norms have earned commendations from the Revenue Authority. In Saudi Arabia, our customer ChampionX has praised our continuous and exceptional service, while in Oman, Shell has recognized our commitment to safe operations and exemplary customer service standards.

Additionally, in the UAE, our efforts were acknowledged with the prestigious 'Energy Supply Chain of the Year' award from Logistics Middle East for the third time, despite stiff competition.

These achievements reflect not just the excellence of our frontline recipients but also the vast, often unseen support network that props them up. Remember, the real substance of these accolades lies not in the recognition itself but in the meticulous preparation and the diligent processes that each of you contributes to.

Let's take pride in these moments not just because of our efforts but as a testament to our collective commitment to doing things right—from preparation to execution. It is your effort and hard work that keeps on bringing these big wins- it is your wins.

Stages are small places with little standing room, but we recognise the enormous efforts that hoist our presence on them. There is so much invisible support rallying those who collect these awards on our behalf. Doing our best is not only about the result. It is about the preparation, and the process of doing it perfectly. It is about the positions we each adopt when we do whatever we are doing. Congratulations, and continue doing things right.

We don't come into everything easily. Continuous training is the basis for developing new skills, widening knowledge, improving performance and developing greater proficiency. A longstanding pillar of our operations, we are expanding the training portfolio to new domains such as specialised Jet AI aviation operations in CAR, emergency road drills and accident response in Pakistan, and compliance and ethics in Sri Lanka. It is to be noted that the leaders in charge of various training and development programmes also undergo regular training.



For several years now, we have been responsibly reporting on various ESG parameters, on corresponding global platforms. These continuous efforts are seeing higher rankings on scores, and increasing participation at international forums on decarbonisation, socio-economic growth, and aspects of sustainability. A loud shout-out to the teams representing Tristar as panellists and presenters at these events, and the teams who are leading the charge on our imminent ISO 50001 certification.

Whether it is in Africa or Asia, in our new head office there is a corporate ethos that binds us together in collective action and community outreach. On International Women's Day, we joined other organisations in the UAE to advocate for inclusive and sustainable progress for women leaders from all fields of life. Also in the UAE, we were privileged to see contestants from 60 countries participate at the Tristar Half Marathon.

Tristar Sri Lanka has begun full-fledged operations after we opened a Shell-branded fuel station in Ambathale last month – the first of 150 that we are scheduled to establish on major national roads. More importantly, we are working to present Sri Lankans with superior service and innovative solutions that benefit them and their economy starting with supporting the Government's Clean Sri Lanka program with clean rest rooms at all our Shell branded retail fuel stations..

Around the world, it is great having individuals and teams who solve the many, many problems that crop up, as we expand and grow our operations. It is infinitely better though, not to have them in the first place. Resolving mistakes and mishaps requires more time and resources than avoiding them – not to mention the toll it takes on stress levels. The saying may be old, but it is still gold: an ounce of prevention is worth a pound of cure. As always, it is safety first across Tristar. Remember Safety is our way of life.

Congratulations to everyone! Let's keep up the great work and continue to set the standard in everything we do.

Best wishes,

Eugene Mayne

FIRST SHELL FUEL STATION IN SRI LANKA INAUGURATED



The first Shell branded fuel station has opened in Sri Lanka at B.S. Cooray Filling Station, Ambathale. This follows the signing of a retail brand license agreement by Shell Brands International AG (Shell) and RM Parks (Private) Limited, and affiliates of Shell and RM Parks (Private) Limited signing a product supply agreement in March 2024.

RM Parks (Private) Limited is a partnership of the Tristar Group (Tristar), a fully integrated energy logistics business serving the downstream oil and gas industry, and RM Parks Inc., an experienced distributor of Shell fuels in the in North American fuel retailing market.

RM Parks (Private) Limited will rebrand a network of 150 retail fuel stations across Sri Lanka to Shell, which it was awarded a contract to operate for an initial period of 20 years by the Sri Lankan Ministry of Petroleum and Energy in 2023.

Eugene Mayne, Group CEO of Tristar said: "This strategic partnership marks a significant milestone in Sri Lanka's energy sector, bringing together RM Parks' extensive experience in fuel distribution and Tristar's strong logistics and supply chain capabilities. The collaboration aims to enhance the country's fuel retail landscape by introducing global best practices, superior

service standards, and innovative energy solutions to benefit Sri Lankan consumers."

Jason Callison, President of RM Parks Inc. commented: "Today is a wonderful step forward as we open our first Shell-branded location. For over a century, Shell has been a name synonymous with excellence, trust and innovation in the global energy sector. Shell is not only known for its quality fuel and lubricants but also for its unwavering commitment to sustainability, technology and community development. RM Parks Inc., a third generation Petroleum Marketer in the United States and Mexico and Tristar Group, one of the leading Energy Logistics companies in the world, are excited to bring this legacy back to Sri Lanka and partner in the country's future growth and development. We are thankful to the Sri Lankan people for giving us this opportunity and we look forward to being the very best stewards for the country."

Julie Chung, U.S. Ambassador to Sri Lanka, the Chief Guest, stated: "The launch of Shell-branded fuel stations in Sri Lanka is a milestone, providing reliable fuel distribution options to a country that has experienced shortages. With California-based RM Parks Inc. at the helm of distribution, known for its leadership in the industry and commitment to quality service, this partnership is a great example of American business solving global energy challenges. This initiative will create jobs, stabilize fuel availability, and support Sri Lanka's economic growth and stability."

Flavia Ribeiro Pessanha, GM Licensed Markets, Shell Mobility added: "This is the first of many stations that will open in the coming months and years, and we can't wait to see the Shell brand in Sri Lankan cities and on major roads throughout the country. Every day, around 33 million drivers around the world visit a Shell service station for an evolving range of quality fuels, a welcoming and comfortable break on the journey and a retail experience that offers customers convenience, quality and choice."

3RD TRISTAR INTERNATIONAL WOMEN'S DAY LET US CREATE A WORLD WHERE GENDER EQUALITY IS NOT AN ASPIRATION BUT A REALITY: EUGENE MAYNE



Collective action remains a driving force in the push for gender equality, ensuring that progress is both inclusive and sustainable, highlighted Eugene Mayne, Founder and CEO of Tristar Group, in his welcome note at the Future Women Leaders Forum 2025 held on March 8 at the InterContinental Dubai Festival City.

Emphasizing the need for continued efforts, he stated, "Every step we take to support women's rights is a step towards a more just and equitable society."

The Future Women Leaders Forum, organized by Gulf News and BeingShe, celebrated the achievements of inspiring women leaders who have overcome challenges and continue to motivate others to reach new heights in their careers.

Tristar Group, a Dubai-based global leader in energy logistics and a long-time supporter of women's advancement in the workplace and leadership, has partnered with Gulf News and BeingShe to present the exclusive forum. It was the third year the company sponsored an external International Women's Day event.

Reflecting on the history of gender equality, Mayne acknowledged the contributions of trailblazing women, from Susan B. Anthony's fight for women's suffrage in the 1850s to modern advocates like Jameela Jamil, who encourages women to define their worth beyond societal expectations. "These victories are not just personal triumphs but milestones that have shifted societal norms and expanded what is possible for every woman and girl born today," he said.

Despite these achievements, Mayne spoke about the ongoing struggles that women face, including unequal pay, discrimination, and the fight for equal representation in leadership.

Mayne stressed the need for tangible efforts to break systemic barriers, support women-led initiatives, and create opportunities that drive real change.

He urged everyone to commit to the cause. "Together, let us continue to push forward, break barriers, and create a world where gender equality is not an aspiration but a reality."

(This article was written by Gulf News)

ETHIOPIANS WIN TRISTAR HALF MARATHON



Abebe Getahun and Yimer Mohammed of Ethiopia were the overall winners in the Men's and Women's 21.1km race, respectively, at the Tristar Half Marathon held yesterday, February 23, at the Nad Al Sheba and Meydan District in Dubai.

The two comprised the 60 nationalities who participated in the second annual running event organized by Dubai-based global energy logistics company Tristar Group.

More than 1,000 individuals joined in the four race distances, with the 21.1km course having more than 300 runners, followed by the 3km distance with almost 300 participants. More than 250 running enthusiasts joined the 10km course while more than 200 individuals ran the 5km course.

"The Tristar initiative helped us promote a strong sense of community and teamwork through shared training goals. It motivated us to launch 'Helium Health,' an in-house fitness program offering a holistic approach to well-being and excellence. Our shared philosophy on health ensures that fitness is not just an event but a way of life," said Rajesh Sreedharan, Global Maintenance Manager, Linde Global Helium which is a major customer of Tristar.

Some staff of Linde Global Helium also joined Tristar's first running event on February 4, 2024 then called Tristar Community Run which was held at Mina Rashid in Dubai.

"We sincerely thank all participants, supporters, and volunteers for making the Tristar Half Marathon a tremendous success! Special congratulations to every runner representing 60 different nationalities residing in the UAE. Your dedication and outstanding performances highlighted the unity within our diverse community, making the event truly remarkable," said the Tristar Organizing Team.

Eugene Mayne, Group CEO of Tristar said he was delivering on a public promise: "Last year, after we concluded a successful community run, I announced a bigger event with greater impact, and our teams have been working on it. We have been promoting road safety for 25 years, and the marathon is a symbiotic extension."



JIG TRAINING ENHANCES AVIATION KNOWLEDGE IN CENTRAL AFRICA REPUBLIC



Tristar Central Africa Republic (CAR) conducted a critical JIG Training session which focused on enhancing the skills and knowledge of aviation personnel across the country. Led by senior JIG Inspector Julius Irimu Mvrigu from Kenya, the training conducted on February 8 and 9 brought together participants from SOCASP (KOLANGO) and various aviation depots, including peacekeeping mission staff.

The participants gained valuable insights into the critical practices surrounding Jet A1 operations, significantly upgrading their expertise in the field. This initiative would contribute positively to the development of the country's aviation fuel industry that would ensure safer and more efficient operations moving forward. Such training sessions are vital for fostering growth and excellence in the aviation sector and for equipping staff with the skills needed to meet international standards, which will help in the growth of the Aviation Industry in CAR and attract more international airlines at Bangui M'Poko International Airport.

Tristar Group, which is a JIG member since 2019 and an IATA member since 2008, has been conducting annual JIG Training across all its aviation sites in Africa. The recent training covers the latest advancements in the aviation industry along with updates to JIG guidelines. A key component of the training session was the discussion on Bulletin 154 – AFQRJOS Checklist 35, which was recently issued by JIG superseding Issue 34.

TRISTAR DRC STAFF COMMENDED

The Tristar staff in Goma, Democratic Republic of Congo (DRC) were commended by the Peacekeeping Mission in the country for their 'unwavering support to the mission with continuous fuel supply' and for 'protecting BFI (Bulk Fuel Installation)' during recent security challenges faced in the area in eastern DRC.

TRISTAR PAKISTAN DEPLOYS ADVANCED TRUCK MODEL



Tristar Pakistan has participated in a Mega Emergency Response Drill organized by the National Highway Authority - Motorway, in collaboration with Total Parco Pakistan and Frontier Works Organization. The drill was designed to strengthen accident response procedures while ensuring safety in maintaining the uninterrupted flow of traffic.

A key highlight of the event was the inauguration of the Isuzu CZY52 420HP Unit unveiled by Asif Iqbal, CEO of Total Parco Pakistan, and Dar Ali Khattak, DIG of Motorway Sector-2 Zone. The state-of-the-art vehicle, which has recently been added to Tristar Pakistan's fleet, fully complies with the Oil & Gas Regulatory Authority, National Highway Authority, and Total Parco Pakistan's PATROM Standards.

Tristar Pakistan is the first in the logistics industry to introduce the advanced truck model which underscores the company's commitment to excellence, innovation, and safety. We are confident that this milestone will set a new benchmark and will revolutionize Pakistan's logistics industry.



TRISTAR AT ABU DHABI SUSTAINABILITY WEEK 2025



Tristar participated at the Abu Dhabi Sustainability Week on January 14 and 15 where Dr. K.D. Kandpal, Head of Sustainability, represented the company. Under the theme “The Nexus of Next. Supercharging Sustainable Progress,” the event brought together global leaders to accelerate the transition to a sustainable economy and foster interconnected solutions for socioeconomic growth.

Dr. Kandpal spoke about Tristar’s initiatives and projects in three roundtable discussions: ‘Energy for AI, AI for Energy’ hosted by the Chief Sustainability Officers Network; ‘XDGs 2045 Roundtable’ hosted by the National Committee on Sustainable Development Goals; and ‘Electrolyze Evolution: Boosting Efficiency and Cutting Costs’ hosted by Masdar Green Hydrogen.

PANELIST AT MARSH ENERGY INDUSTRY CONFERENCE 2025



Tristar Group’s Head of Sustainability, Dr. K.D. Kandpal, participated as a panelist at the Marsh Energy Industry Conference 2025 on February 5. The topic revolved around “Utilizing AI to Model Supply Chain Risks and Scope 3 Emissions in the New World”. Dr. Kandpal shared his thoughts on the role of AI Solutions for emission tracking in data integration across the Energy Supply Chain and technology-powered Innovation for cleaner energy. He also explained Tristar’s intervention and decarbonization strategy. The session was moderated by Evita Francis, Vice President of Marsh for Business Resilience, and the other panelists were Shailen Shukla, Supply Chain Director from Omer Kassem Alesayi Group, Essam Al Sheibany, VP of Sustainability from Asyad Group, and M. Dinakaran, Deputy Director and Head of Supply Chain Solution from Sony.

TRISTAR PLANS FOR ENERGY MANAGEMENT SYSTEM IN 2025



Energy Management System (EnMS) is a framework for energy consumers, including industrial, commercial and public sector organizations, to manage their energy use. Tristar, with the principle of aligning with the UAE’s vision to NetZero, has initiated the process since

February 2025 to bring in place an energy management system that would help the group in developing and implementing an energy policy, setting achievable targets for energy use, and designing action plans to reach them and measure progress. This might include implementing new energy-efficient technologies, reducing energy waste or improving current processes to cut energy costs. With this entire process, Tristar shall also be certified under ISO 50001 by 2025-26, aligning it to the new energy management regulation of the UAE government.

TRISTAR GROUP ENHANCES ITS CDP SCORE



Tristar Group is among responsible companies that report ESG parameters for several years on global platforms such as United Nation Global Compact-CoP and Carbon Disclosure Project (CDP). While reporting on CDP, the company has been achieving **score D consecutively** in year from 2020 to 23. This year, Tristar

joined companies that fall under **category C**. This has happened because of the continuous efforts put forward by Tristar as a responsible Climate Aware Company.

FIRST QUARTERLY SAFETY MEETING: ENHANCING SAFETY COMMITMENT

The first Quarterly Safety Meeting (QSM) for 2025 was held on February 9 at Delhi Private School, The Gardens, Dubai. The gathering reinforced Tristar's unwavering commitment to safety, under the theme: "A small distraction... A regret for a lifetime." Other staff across the group network attending virtually.

The QSM commenced with a Welcome Address from Shivananda Baikady, GM for Road Transport & Warehousing, who emphasized the importance of maintaining a safe and secure work environment. Sridhar Srinivasalu, Group HSEQ Manager, presented the theme of the quarter and shared valuable industry Learning from Incidents (LFIs) to enhance awareness and prevent reoccurrences.

The session featured insightful presentations, including the "10 Golden Rules of Road Safety" by Thomas Edelmann, Managing Director of Road Safety UAE, who highlighted essential practices for safe driving. This was followed by a session on Hazard Perception by Gopal, Consultant & Driver Training of Logistics Skill Council, who focused on identifying and responding to potential risks on the road. Sarp Ertekin, Senior HSSE Advisor of Shell Marketing MESA, presented an Incident Analysis by providing a detailed examination of recent incidents and actionable insights to prevent reoccurrences.

The presentations were followed by an interactive Q&A activity to encourage participation among the attendees and further clarify key safety concepts.

The QSM was also highlighted by the disclosure that Tristar covered 68 million kilometres in 2024 without a fatality. The distance is equivalent to 1,700 road and ocean trips around Earth which is a testament of the company's robust safety culture and dedication of Tristar drivers and ground staff such as mechanics.

In his Closing Remarks, Eugene Mayne, CEO of Tristar Group, reiterated the significance of adhering to safety protocols and Tristar's commitment to fostering a strong safety culture. He emphasized the need for continuous improvement in health, safety, and environmental practices. He also congratulated everyone for completing a full year without any fatality and reinforced the target of achieving Zero Harm this 2025.

Drivers and ground staff who excelled in road safety and HSE practices were recognized through the Drivers' Professional League (DPL) and HSSEQ Award Program (HAP), celebrating their contributions to creating a safer workplace.

The meeting successfully reinforced Tristar's commitment to safety excellence and continuous learning, ensuring that all attendees, physical and online, left with a deeper understanding of road safety best practices and preventive measures.



ADNOC RECOGNIZES TRISTAR PROFESSIONAL DRIVERS

Thirty-one Tristar drivers were recognized by ADNOC for their exceptional commitment to Health, Safety, and Environment (HSE) best practices. The recognition highlights the drivers' dedication to safe driving, risk awareness, and proactive safety measures, reinforcing Tristar's unwavering focus on operational excellence and road safety.

The 31 drivers were recognized for their commitment to safety, demonstrating excellence in defensive driving, hazard identification, and vehicle inspections. Their adherence to ADNOC's

safety protocols and proactive approach to incident prevention reflect Tristar's strong safety culture, while their dedication sets a benchmark for maintaining the highest safety standards across Tristar operations. This milestone reflects the strong safety culture embedded at Tristar and the relentless commitment of the drivers to protecting lives, assets, and the environment.

Tristar previously received a certificate of appreciation from ADNOC for achieving an excellent rating of 98.6% in the Contractor HSE Performance Management Mechanism (CHSEPM) evaluation.

MEGA EMERGENCY RESPONSE DRILL IN DUBAI



Tristar successfully exercised a Tier-II Emergency Response (ER) Drill at its Road Transport & Warehousing compound in Jebel Ali, Dubai. The large-scale exercise tested and enhanced the company's emergency preparedness, response coordination, and crisis management in a simulated vehicle rollover scenario involving a spill, fire, medical emergency, and security threats.

The drill saw the active participation of several key stakeholders, including Dubai Civil Defense, Dubai Police, Dubai Ambulance, customers such as Shell, BP, and TotalEnergies. Observers from various internal departments closely monitored the event to assess response time, coordination, and operational efficiency.

The scenario unfolded when a tanker, loaded with dangerous goods, overturned in the compound due to high-speed manoeuvring. The driver, adhering to post accident protocols, activated the panic button and took initial fire suppression and spill containment actions before calling the Tristar hotline. Emergency teams responded promptly, initiating evacuation, fire control, and spill management. Civil Defense and other authorities took charge, ensuring a structured and timely resolution of the incident.

Through such rigorous drills, Tristar reaffirms its excellence in emergency response, operational resilience, and strong collaboration with customers and authorities to ensure a secure working environment.

EDUCATING THE NEXT GENERATION FOR SAFER ROADS AHEAD



Tristar, in collaboration with the Roads and Transport Authority (RTA), continues to make a lasting impact on road safety education for students across Dubai. Since its inauguration in March 2023, the initiative has successfully expanded to schools in Dubai and Sharjah, reaching over 9,000 students. Further strengthening this effort, Tristar recently extended its outreach to two more schools—Al Mawakeb in Al Khawaneej, Dubai, and The International School of Choueifat in Dubai Knowledge Park—where more than 650 students combined received vital road safety awareness.

Tristar's 'Kids Traffic Arena' has been set up inside the schools' compound and young students were encouraged to drive around the simulated roads in pedal cars. They are also taught important rules like heeding signals, stopping at pedestrian crossings, and wearing seat belts at all times when seated inside a vehicle. This ongoing partnership remains instrumental in cultivating a generation that is more aware, responsible, and committed to safer roads.

UAE – LOGISTICS MIDDLE EAST AWARDS



Tristar UAE received its 3rd Energy Supply Chain of the Year Award on February 19 at the Logistics Middle East Awards. The awards honor excelling businesses and industry pioneers from across the Middle East's logistics and supply chain sectors. The Energy Supply Chain of the Year category was opened to companies managing logistics for the energy sector, including oil, gas, or renewables. Applicants were asked to submit documents and best practices on operational efficiency, safety, and sustainability practices. GM for Road Transport & Warehousing Shivananda Baikady received the award on behalf of the Tristar.

KSA – CHAMPIONX 'GOAL' ZERO AWARD



Tristar KSA received a 'Goal Zero' award from major customer ChampionX for its outstanding service and excellent performance from 2021-2024. Officials of ChampionX turned over the crystal memento to Tristar KSA Country Manager Dr. Aous Al Ali at the Tristar Road Transport and Warehousing facility at the Modon second industrial city in Dammam. ChampionX is a global leader in chemistry solutions, artificial lift systems, and highly engineered equipment and technologies that help companies drill for and produce oil and gas safely, efficiently, and sustainably around the world.

TANZANIA – TAX COMPLIANCE RECOGNITION



The Tanzania Revenue Authority acknowledged Tristar's commitment in the country for fulfilling all its tax obligations promptly and in accordance with regulatory requirements. The tax compliance recognition covers the financial year 2023/24. Photo shows from left to right: Nithin Dev, Assistant Manager for Admin & Finance); Ibrahim Hassani Mikoroti, Junior Accountant; Masai Ladisiaus Augustine, Assistant Accountant; and Manikandan Narayanasamy, Operations Manager.

OMAN – SHELL APPRECIATION AWARD



Tristar Oman received an Appreciation Award from Shell for its 'Safe, Compliant and Smooth Operations Sustaining High Standards of Customer Service with Safety for the year 2024'. The award was turned over by Mohsin Al-Harthy, Shell RT&OTD Manager Oman/UAE, to the Tristar Team led by Sivakumar Kunhiraman, Oman Country Manager, together with HSE, JMP and HR managers, officers, and staff. The awarding took place right after the Shell Haulier Engagement event, which was attended by Tristar Road Transport & Warehousing GM Shivananda Baikady and Kunhiraman.

LEADERSHIP TRANSFORMATION



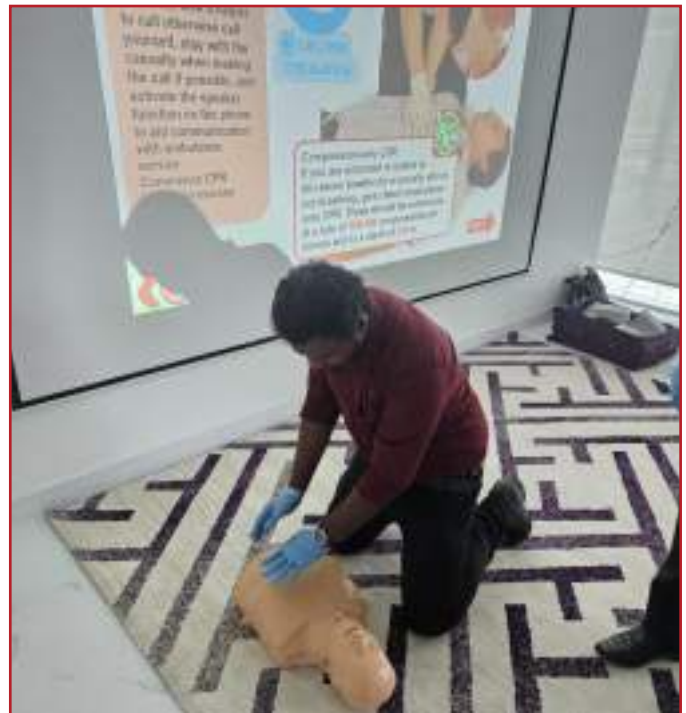
Senior leaders Balaji Nagabhushan, Group Chief Administrative Officer, Shivananda Baikady, GM for Road Transport & Warehousing, and Anil Parri, GM for Fuels were part of the Advance Leadership Transformation Program (ALTP) conducted by Agility in February.

The ALTP introduced leadership and management principles aimed at improving skills, attitudes and abilities resulting in enhanced performance of both leaders and their teams.

The three, along with other participants, belonged to various organizations under the Agility umbrella who were divided into teams, where each team is allotted a project on which they work together for the next six months. The culmination of the ALTP is the presentation by the respective teams on the results of their projects in September. The teams should produce an approved plan for achieving cost savings or increasing revenue.

The program was also conducted for managerial level which was attended by Jayesh Menon, IT Manager Support & Training. He, too, will be working along with other participants in a group to deliver rapid action projects which will be rolled out every month. The review session will be conducted once in a month to review progress on the projects. The final session with all successful projects will be held in September.

FIREFIGHTING AND FIRST AID AT NEW HEAD OFFICE



The HSE Team recently conducted Firefighting and First Aid training sessions at the new head office in Dubai. The activities equipped employees with essential emergency response skills, ensuring they are prepared to act swiftly in case of a fire or medical emergency. The hands-on training covered fire extinguisher usage, evacuation procedures, CPR, and basic life support techniques. Administration Manager Sanjit Roy said: "By empowering our team with practical knowledge, we reinforce our dedication to workplace safety and preparedness."

COMPLIANCE AND ETHICS

Tristar Sri Lanka management and staff attended a Compliance and Ethics training conducted by Tristar Group Chief Administrative Officer Balaji Nagabhushan (seated, 2nd from left) last March 14 at the World Trade Center office in Colombo.

In 2024, an online Compliance, Ethics and Information Security training was conducted across the group network. It was an engaging, interactive, and effective learning experience for all employees. "We understand the importance of compliance in our line of work, and this investment in training reflects our dedication to upholding the highest ethical and regulatory standards," explained Nagabhushan.



TRISTAR AND RoSPA AT INTERSEC 2025



Tristar Group CEO Eugene Mayne spoke at the Intersec 2025 Safety & Health Conference in Dubai which provided a comprehensive platform for safety professionals across the globe to discuss the latest trends and solutions in workplace safety, health, and road safety. He was invited by Dr Karen McDonnell, Head of Global Relations at The Royal Society for the Prevention of Accidents (RoSPA), to talk on January 15 about Tristar's Road Safety culture and best practices.

Global road fatalities are rising, with 92% occurring in low- and middle-income countries, despite holding just 60% of the world's vehicles. This creates a significant economic and social burden, worsened by poor infrastructure and safety measures. Dr McDonnell said: "This data highlights a critical social sustainability issue. By adopting a 'safe systems' approach that incorporates strong policies, innovative technology, and public-private partnerships, organizations in the UAE and across the region can take ownership of road safety issues, and we can make a measurable impact on reducing road-related fatalities and injuries."

"Our success can be attributed to our 'visible and felt leadership' and the use of cutting-edge technology, such as our patented fatigue detection system, which alerts drivers and control room operators to potential risks in real-time," shared Mayne.

BARRIER THINKING TOUR OF DUBAI SAFARI PARK



The Road Transport & Warehousing Team organized an exciting and meaningful tour of Dubai Safari Park on February 2. The event was not only a celebration but also a chance to reinforce the importance of safety in the workplace. The focus of the tour was to cultivate a culture of safety by demonstrating how control barriers are implemented in various environments to protect from accidents. This was particularly relevant as team members have been learning about the Permit to Work system through the 20-week Barrier Thinking sessions. These sessions were aimed at raising awareness of potential hazards and encouraging proactive thinking, and ensuring that accidents are prevented before they happen.

The experience at Dubai Safari Park offered a unique opportunity for the team members to see real examples of how barriers whether physical, procedural, or administratively are designed to manage the risks. Multiple barriers at the animal cage ensure the safety of visitors and animals alike, while similar systems in the workplace are essential to minimize risks and ensure a safe working environment for everyone.

The combination of learning and fun allowed everyone to relax and appreciate the beauty of the world around them, while also deepening their understanding of safety. Overall, the trip to Dubai Safari Park served as both a celebration of the team's hard work and a valuable learning experience. Shivananda Baikady, GM-RTW, delivered a powerful reminder that safety is a continuous process of learning, action, and reflection. Zaheer Ul Haq Abbasi, HSEQ Manager – RTW, led the 20-week Barrier Thinking program and was actively supported by Karthik Kurungot who is the HR focal for the RTW business.



INTER-GOVERNMENTAL AUTHORITY ON DEVELOPMENT VISITS TRISTAR SOUTH SUDAN

A team from the Inter-Governmental Authority on Development (IGAD) visited the Tristar South Sudan office in Juba on March 19 to understand the challenges faced in river transportation on the River Nile. The visit was facilitated by El-Zubeir Taban Zakayo, Director General of the Ministry of River Transport, who wanted the IGAD team to understand the challenges as Tristar is the largest fleet operator in South Sudan and has extensive experience in navigating the river. It was a fruitful discussion between the Tristar and IGAD teams regarding safety, navigation, communication, and check points, among others. The IGAD team was trying to get inputs to improve the river transport system all over East Africa.

INTERNATIONAL WOMEN'S DAY (IWD) 2025



Four overseas locations celebrated International Women's Day (IWD) with various activities.

The Sri Lanka Team attended a personal grooming session, while the women in Guam were treated to lunch for their 'hard work and dedication to the company'. Those in Oman received tokens from their country manager for their 'invaluable contributions and inspiring journeys within Tristar'.

In Kenya, the women at the Nairobi and Eldoret offices were commended by Regional CEO Srinivas: "We celebrate the remarkable women who power our success with their dedication, talent, and passion. Thank you for inspiring us every day."



FLAG FOOTBALL LADIES ASSOCIATION GUAM

Tristar Terminals Guam, Inc., was a platinum sponsor for the NFL Girls' Flag Football under the Flag Football Ladies Association Guam (FFLAG). The association's mission is to provide an opportunity for all females ages 8-18 years old to enjoy a healthy competition, have fun, and develop teamwork skills. Its goal is to educate and assist players through camps and clinics while building self-esteem, confidence and leadership skills. The FFLAG is not just a sports association, it is a women's empowerment organization which uses flag football to bring equality to women in Guam and the Marianas.



A TRANSFORMATIVE INITIATIVE BY TRISTAR

BY PRASAD.KM, BUSINESS APPLICATIONS MANAGER



As a Volunteer for Tristar's Road Safety Awareness Campaign, I had the privileged of conducting sessions at The Indian High School in Al Garhoud, Dubai Schools and Al Mawakeb School in Al Khawaneej, and The International School of Choueifat at the Dubai Knowledge Park. The experience was as enlightening for me as it was transformative for the children.

The program's goal was to empower school children to become ambassadors for road safety. Through interactive sessions, real-life demonstrations, and engaging activities, we worked to instill vital safety principles in their young minds. Topics ranged from understanding traffic rules to the dangers of distracted driving, all designed to give children the tools and confidence to advocate for safer practices.

What stood out to me most was the eagerness and openness of the students. Many shared personal experiences that highlighted risky behaviors at home. One child recounted how their father often used a mobile phone while driving, while another admitted seeing their mother do the same. These moments of honesty were eye-opening, not only for their peers but also for me as a trainer.

What touched me deeply was the commitment these children showed after the sessions. Many pledged to talk to their parents about the potential dangers of distracted driving. Witnessing their resolve to create change within their own families was a powerful reminder of how impactful these campaigns can be. Teachers, too, expressed their appreciation for the initiative, noting its relevance in shaping a safety-conscious community. The campaign reinforced the message that children can be powerful catalysts for change, influencing their families and peers with their new-found knowledge.

This experience reminded me that creating safer roads isn't just about teaching rules, it's about inspiring action and responsibility at all levels. Tristar's initiative is a testament to how a small ripple—like a child's voice—can lead to waves of transformation, making our roads safer for everyone. I feel proud to have played a part in this meaningful journey.

EARTH HOUR 2025



The global network of Tristar offices, facilities and staff accommodations were encouraged to turn off non-essential lights from 8:30 to 9:30 pm (local time) last March 22 in celebration of Earth Hour.

Beginning in Sydney, Australia, in the year 2007, Earth Hour began as a symbolic gesture toward power conservation. It has progressively become a global event with millions of people celebrating it in 190 countries. This initiative highlights the importance of collective action against environmental issues, deforestation, pollution, and climate change. Photos show our Tristar Qatar Road Transport facility before and during Earth Hour.

COMPUTER CLASSES AT GABAT SCHOOL

Tristar South Sudan has been conducting computer literacy classes for the students at Gabat Secondary School in Juba since 2018. The classes are very popular and over 3000 students and some teachers have benefited from the program which will be enhanced in the next few months when additional laptops will be delivered.



SOUTH SUDAN TRAININGS



Tristar South Sudan has been providing trainings both in-person and online at the Juba office and various sites. The trainings primarily focus on depot operations, HSE and Safety. In depot operations, the emphasis is on aviation operations to include receipt of product, filtration, QC, and into-plane operations. Theoretical and practical aspects are discussed in detail. In addition, site safety, firefighting, defensive driving, and journey management are among the topics covered.

Online trainings are conducted by Mesfin Woghe, HSEQ and Aviation Manager twice a month. All sites attend through MS Teams. The trainings have been very useful in disseminating the important training modules and updating all staff with the practical operational issues. Online trainings began in 2020 and have been conducted regularly since then.

CELEBRATIONS



Tristar Group CEO Eugene Mayne celebrated Iftar with drivers and ground staff at the Staff Accommodation in Jebel Ali on March 20. A day before, Tristar Oman conducted an Iftar gathering for all employees along with customer Shell represented by Salt Al Mathari, Senior RTCC, and others. The Road Transport & Warehousing Team, together with Group COO Parinjay, had an iftar in Fujairah after inspecting a major project last March 25. In February, Tristar KSA celebrated Saudi Founding Day.

ISO 39001 AUDIT IN OMAN



On January 6, an ISO 39001 audit was conducted by Neeraj Agarwal. The scope of the audit primarily involved the certification of road transportation and the delivery of bulk and packaged petroleum and chemical products to end users within the UAE, GCC, and the Middle East.

GPA MILESTONE IN GUAM



The Tristar Guam Team completed one out of the two tanks in the GPA Tank Refurbishment Project Contract-028-19 and initiated a second tank (Tank 1934) refurbishment.

