

# TRISTAR WORLD

TRISTAR NEWSLETTER OCTOBER 2018  
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## MY SOCIAL RESPONSIBILITY PROGRAM

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WE SUPPORT



SUSTAINABLE  
DEVELOPMENT  
GOALS

# EDITORIAL: WE ARE TRISTAR FAMILY

We are celebrating our 20th year not only as a responsible business but also as one BIG family.

Group CEO Eugene Mayne said in a magazine interview: "We have come a long way through a journey of operational excellence and strong values. We started off as a small business with limited capital and other resources. However, the determination to build a lasting business was always there. It was key to build a business that would survive more than one generation. This thought process required a long term view over short term gains, organization, leadership, sacrifice and strong performance. The partnership with Agility was a game changer for

Tristar. Over the years since 2004, this relationship has only grown stronger and this is reflected in the business growth witnessed over the last 10 years where enterprise value has risen more than 100 times. This could not have been possible without mutual trust among shareholders, good governance and a strong, committed and happy work force."

We have indeed a strong and committed work force where everyone is empowered to deliver their best and work safe all the time. This is the great connection between Tristar and our own families. Tristar makes sure that we always go home to our loved ones. Tristar's safety culture has also been transmitted to our respective families

where 'going home safely every day' has become a norm among employees.

Tristar office is our second home. We really feel the sense of team work when we embark on a new internal process, a new business project, a new CSR initiative or a new corporate event. And we treat each other as important regardless of position, responsibility, nationality and beliefs.

We are therefore eager to march forward to achieve a brighter future where all of us can overcome the challenges, withstand the internal and external pressures, and still come out intact as one BIG family.

**EDITORIAL TEAM**

## THE ACCOUNTANT AS STRATEGIC BUSINESS DRIVER



The accounting discipline is becoming more integrated with the discipline of strategic analysis and strategic decision-making. This integration has broadened the accountant's role. Accountants, rather than being housed only in the traditional accounting department, are more likely to be located throughout an organisation's operations, working on strategic analysis, planning and implementation activities. In this respect, accountants are working more as business and strategic partners.

With the developments in information technologies automating the traditional accounting task, accountants are increasingly required to use new accounting and performance models that integrate financial and non-financial information, as well as acting as strategic partners with line managers in decision-making. In this respect, accountants are

required to take a more proactive role in strategic decision-making.

Effective decision-making processes are critical for strategy execution. In this respect, Finance department plays an important

role in clarifying responsibilities and decision-making processes concerning finance and budget allocations, and in providing financial data to inform and shape strategic decisions. How people make decisions and the way in which people are held accountable are important determinants of performance.

Finance departments have a key role to play in influencing and facilitating strategy through resource and budget allocations, and in translating higher level strategic goals into specific growth and earnings targets and measures for operating managers.

The traditional role of accountants in managing an organisation's finances is a key factor in strategic success. This applies to the private sector in terms of generating

cash to pay employees and shareholder returns, and to reinvest for future growth. Value creation is about delivering products and/or services that provide superior benefits to customers and other stakeholders and is therefore fundamental to achieving long-term strategic success. Value creation can occur anywhere along an organisation's value chain. In respect to 'financing', for example, value creation relates to the cash-generating and capital-raising abilities of an organisation, which are key to its ability to pay shareholder dividends and to reinvest for future growth.

Since Tristar identifies the importance of a finance department in an organisation's long-term growth, they make each of us involved in the strategic business decisions for the success of the organisation by empowering us to get involved in monthly review meetings and encouraging us to present the analysis of our own reports in review meetings. Tristar makes us think beyond the four corners and focus not only on mere numbers but also analysis and reason behind those numbers. Tristar provides a nice platform for our learning and career growth.

For Tristar Finance Group,  
**Ranjith Kumar, CA**

## TRISTAR ACQUIRES CRUDE OIL TERMINAL IN LOUISIANA



Not Actual Terminal

Tristar Group has acquired a 300,000-barrel crude oil terminal that feeds into the deep water port of Louisiana in the Gulf of Mexico.

The Canal Crude Oil Terminal is within the Louisiana Offshore Oil Port (LOOP) which is a deep-water port in the Gulf of Mexico off the coast of Louisiana. The LOOP is the only mainland port capable of offloading a wide range of vessels including Ultra Large Crude Carriers (ULCC), Very Large Crude Carriers (VLCC) and down to Medium Range (MR) Tankers. The terminal, which is spread across 50 acres with 18 tanks, is capable of storing almost 350,000 BBLs. It has a loading capability of 3,000 to 4,000 BBLs per hour.

"This is a strategic investment that will not only complement Tristar's fuel farm business but also position Tristar for an entry into the lucrative shale oil industry in the US," disclosed Eugene Mayne, Tristar Group CEO.

Mayne added: "This is the first small step in our endeavor to enter and be a player in the US shale industry and I am confident that we will develop and grow this facility to be a major export terminal for US crude." Between 2010 and 2017, U.S. oil production rose from 5.5 million barrels to 10 million barrels per day and U.S. crude oil exports have reached 3 million barrels a day as of mid-2018.

In 2009, Tristar bought Shell Guam Inc.'s Agat Fuel Facility which is spread across 237 acres on the Pacific Island of Guam, making it one of the largest fuel storage terminals in the Pacific with a storage capacity of 4.2 million barrels. The fuel farm houses more than 25 tanks which include tanks with capacity of 500,000 BBLs. These tanks are connected to the oil jetty at the Port through an 8-kilometer-long pipeline.

## TRISTAR TAKES OVER SHELL CHEMICALS TERMINAL IN JAFZA



Tristar Group is further consolidating its presence in Jebel Ali Free Zone (JAFZA) with the acquisition of the Shell Chemicals terminal in JAFZA in a deal that was signed on July 31 between Mr. Eugene Mayne - Group CEO for Tristar and Mr. Jack Eggels - General Manager Chemical operations EU/AF/ME for Shell.

The Shell Chemicals terminal is situated on a 21,000 sqm water facing lot and consists of nine above-the-ground storage tanks with a capacity of 5,505 CBM, a jetty with three pipeline connections to the tanks, truck loading gantry and drumming facility.

Under the terms of the deal negotiated with Shell and JAFZA, Tristar will undertake a capacity expansion and terminal modernization program over the next five years which will see the capacity expand to over 25,000 CBM and designed to house a wide range of all types of Solvents and Industrial Chemicals. Shell will continue to remain a customer under the terms of a services agreement signed between the two companies.

"We are very proud of this acquisition which has strategic importance not only for us a

company but also to our customers who can now have access to a truly turnkey and fully integrated distribution service with our ability to now handle bulk imports and offer storage and distribution of both bulk and packed chemical products. This facility will complement our existing Dangerous Goods (DG) facility in JAFZA South Zone which currently houses a wide range of packed chemicals and petroleum products," disclosed Mr. Mayne

Mr. Eggels added: "This is great example of a successful collaboration between Shell Chemicals and our key logistics service provider in the region, Tristar Group. With provision of logistics services being core to Tristar, I'm really pleased to see that we have been able to make this asset transition work, so both companies can continue to fulfil their business ambitions for the regions."

## TRISTAR ENGAGES WITH EXTERNAL STAKEHOLDERS



Tristar Group conducted an External Stakeholder Consultation Workshop for its forthcoming sustainability report on September 26. The workshop was attended by customers, suppliers, government

regulators, community partners and a representative of the United Nations Global Compact (UNGC).

"In order for the information presented in the forthcoming sustainability report to be meaningful, it is crucial that the report reflects the organization's significant economic, environmental and social impacts or that substantively influence the assessments and decisions of stakeholders," explained Group Chief Administrative Officer Balaji Nagabhushan. The external stakeholders were asked to complete a Materiality Assessment form

that contains the 10 principles of the UNGC covering labor, human rights, environment, and anti-corruption.

Group CEO Eugene Mayne shared with them the company's thrusts in supporting the Dubai Police's goal to reduce to zero the number of fatalities on Dubai's roads by the year 2020. Tristar has partnered with the Roads and Transport Authority's (RTA) Traffic Department and Dubai Chamber's Center for Responsible Business in offering road safety public awareness seminars since 2014.

## TRISTAR SHIPPING PASSES INTERNATIONAL SAFETY MANAGEMENT CODE

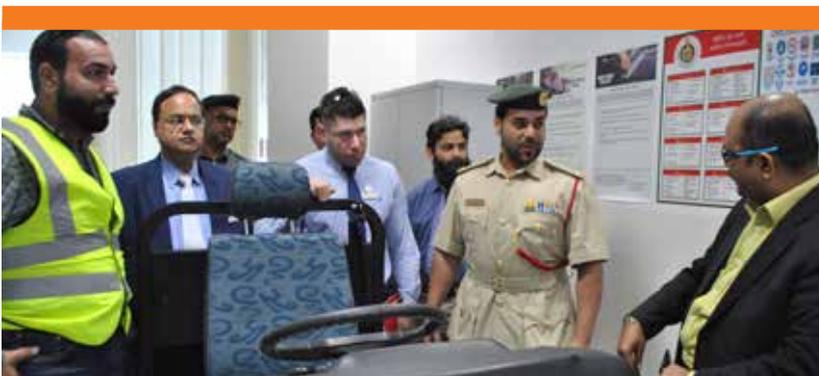


Tristar Energy DMCEST – Ship Management General Manager Henri de Gersigny (4th left) receives the first Tristar Shipping Document of Compliance for Oil Tanker Management from Regional Lead Auditor of ABS Ahmed Tawfiq (3rd right) after clearing the DOC audit on International Safety Management (ISM) which covers the code for safe operation of ships and for pollution prevention. The members of the Ship Management Team based at the Tristar Headquarters in Jebel Ali have organized and ensured that the company’s Safety Management Systems containing all procedures and processes as required by ISM Code and implemented by ABS are in order.

Tristar Energy DMCEST along with subsidiary Eships are owners of more than 26 vessels and counting consisting of Bulk, Oil, Chemical, Gas Tankers as well as Bunker and Lub Oil barges. The vessels are being managed by different third party organizations at a fixed remuneration.

According to Tristar Energy DMCEST – MSEQ Manager – Capt. Nazeef Siddiqui, the company objective is to manage its own assets with the implementation of the ISM Code with Tristar Energy DMCEST. The aim is to make Tristar Energy DMCEST one of the leading Ship Managers.

## DUBAI POLICE VISIT



Dubai Police Captain Khalid Abdullah Mohammed Alnaqbi (2nd right) listens to Tristar GM for Road Transport and Warehouse Shivananda Baikady (right) explaining the Driving Simulator training module for Tristar drivers. The police officer along with Policeman Omar Muslem Othman Aflatoun (3rd left) chose Tristar as one of the few

companies they wanted to visit to learn transport fleet road safety best practices. Captain Khalid appreciated Tristar’s safety standards and equipment and said they comply with all Dubai Police and RTA rules and regulations.

## AGILITY FAIR LABOR TRAINING



Agility CSR Director Frank Clary conducted the Fair Labor Training for Tristar Management as well as the HR and Quality Teams on September 25 at the Tristar Headquarters in Jebel Ali.

The Fair Labor training was to ensure that the Tristar Management Team understands Agility’s Human Rights policy and their responsibilities in implementing the Fair Labor program with an overview of Federal Acquisition Regulation (FAR) 52.222-50.

The training also prepared select HR, Business Excellence and Quality representatives to become Certified Fair Labor Trainers, enabling them to conduct employee trainings/audits at different sites around the world.

## TOTAL MD SAFETY TOUR



Thibaud de Lisle, Managing Director of Total Marketing Middle, and Hasnaâ Boudad, VP HSEQ and Sustainable Development, visited the Tristar Headquarter on September 19 for a Safety Tour of Warehouse 1. They were also brought to the Journey Management section and were shown the Driving Simulator. Tristar Group CEO Eugene Mayne (4th left) joined de Lisle (3rd left) and Boudad (2nd left) for a group pictorial.

## TRISTAR KENYA INAUGURATES CSR PROJECT AT KISERIAN PRIMARY SCHOOL



Tristar Group CEO Eugene Mayne inaugurated the company's Kenya CSR project at Kiserian Primary School in Kajiado County on August 15.

Tristar Kenya's Office in Nairobi oversaw the construction of two new sanitary facilities for both boys and girls, with Bio-digesters, modern cisterns and flowing water, sanitary bins and hand wash dispensers. The school's assembly area was also renovated to make it a good place for the pupils to assemble and play especially during the rainy season.

The public primary school for boys and girls has a population of more than 2,000 students and almost 50 teachers. It is located in Kiserian, Kajiado North Constituency, and Ngong Division within Kajiado County.

Photo shows Mr. Mayne (center) cutting the ribbon of one of the sanitary facilities with the assistance of Joseph Wafula (right) representing Principal Secretary Hon. Andrew N. Kamau of the State Department of Petroleum.



## 1ST AFRICA FUELS PETROL STATION

Mr. Eugene Mayne (5th from left) pose with Kenya's Tristar and AFAL Management Teams at the first Africa Fuels Petrol Station in Kenya located in Kiserian, Kajiado County.



## AFAL'S EDUCATE-A-CHILD

AFAL Kenya's educational program beneficiaries David Otieno (3rd left) and Mark Vincent Onyango (4th left) pose with Mr. Eugene Mayne (5th left). This was during the two orphans' first visit to Kenya's capital, Nairobi, where they visited the AFAL office and met staff members for a mentorship session.

## SOUTH SUDAN INAUGURATION OF COMPUTER LAB



The Computer Lab donated by Tristar to the Gabat Primary School in Juba, South Sudan, was inaugurated by top government officials of JubeK State and the capital city on September 18.

The Indian Ambassador to South Sudan, HE S.D. Moorthy, was also present at the event. Tristar South Sudan Country Manager Ravneesh Aujla said in his speech: "The Group CEO of Tristar has a vision wherein he believes that if any nation has to progress, it is the children and youth who will be the driving force. It is with this vision in mind that Mr. Eugene Mayne has donated this facility for computer education."

Photo shows from left to right: JubeK State Minister of Education Dr. Wani Sule Lado, JubeK State Deputy Governor Francis Latio, Mayor of Juba City Stephen Wani Michael, and Ravneesh Aujla.



### TRISTAR NAMED LOGISTICS SERVICE PROVIDER OF THE YEAR

Tristar Group has been recognized by the petroleum and chemical industry as a logistics leader in the region and was given the Logistics Service Provider of the Year award at the Oil & Gas Middle East & Refining & Petrochemicals Middle East (RPME) Awards held in Dubai on September 12. GM for Road Transport and Warehousing Shivananda Baikady (right) received the award and attributed the company’s success to the trust given by its customers, mostly Oil Majors, on its safety culture and best in class services.

### 10 YEARS WITH IATA



Tristar received a 10-year strategic partnership memento from the International Air Transport Association (IATA) which is the trade association for the world’s airlines. It supports many areas of aviation activity and helps formulate industry policy on critical aviation issues. Tristar’s Aviation Fuel Stations comply with international

standards, specifications and guidelines set by IATA, JIG, AFQRJOS, as well as with IFQP requirements.



### TRISTAR RECEIVES CYBER SECURITY TEAM OF THE YEAR AND FUTURE ACCELERATOR AWARD

Tristar Group’s IT Department was given the ‘Cyber Security Team of the Year and Future Accelerator – Transportation and Logistics’ Award at the Cyber Resilience and InfoSec Conference held at the Park Rotana Hotel in Abu Dhabi and organized by Fleming Media last September 4. The department was recognized for its use of cutting-edge cybersecurity technology that is driven by Artificial Intelligence (AI) and machine learning that allows unprecedented insight into network behavior and enables the automated detection and shutdown of anomalous network activity before harm can be caused on the group’s infrastructure.

### TRAINING FOR FUEL TRANSPORT BY AIR



Andy Smith, SEI Industries Ltd., conducted a training program for Tristar staff to facilitate the transport of fuel by air using specially designed and IATA-approved bladders. The bladders (BATT) as they are commonly called can carry a total of 8,000 liters per air lift using

an Antonov An-26 or other suitable aircraft. In September, Tristar delivered more than 150,000 liters by air to Tessalit in Mali when supplies in the area became critical due to low stock situations.

### GPCA-SQAS ASSESSORS’ VISIT

A total of 12 GPCA-SQAS assessors visited the head office for a Road Safety and Vehicle Safety Standard familiarization tour on August 28. GPCA stands for Gulf Petrochemicals and Chemicals Association which has more than 250 member companies from the chemical and allied industries that account for over 95% of chemical output in the Arabian Gulf. SQAS or Safety and Quality Assessment System is a standardized assessment to evaluate the quality, safety, security and environmental performance of logistics service providers and chemical distributors centrally managed by Cefic or the European Chemical Industry Council. Tristar is SQAS-certified.



## CSR ROUND UP -1 By Ashwatha Mahesh



### CSR VOLUNTEERS

Tristar Group CEO Eugene Mayne thanked the employees based at the Head Office, Warehouse 2, JAFZA South facility, and Tricore for heeding the call to become CSR Volunteers. They will be divided in three teams focusing on People or Community, the Planet, and Profit or Economic Efficiency. The teams have already been actively working on various projects related to the three pillars of sustainability.



### WORLD HEART DAY

In celebration of World Heart Day on September 29, Tristar UAE organized a workshop on 'Healthy Eating for a Healthy Heart' at the Tristar Headquarters in Jebel Ali. The workshop in collaboration with Spot Check Wellness Center and led by a nutrition expert was well received by the attendees who gained valuable information about heart-healthy diet, including tips to be mindful of one's overall health.



### BEACH CLEAN-UP

Tristar UAE participated in the DEWA Clean-up at the Jebel Ali Marine Sanctuary on September 22. Equipped with collection bags and a desire to protect the marine species in the sanctuary, 15 My Social Responsibility volunteers including children of employees participated in the event on a Saturday late morning. The volunteers collected pieces of plastic, glass, nylon and other materials harmful to birds and marine life from the shores of the beach.



### HOPE SCHOOL VISIT

Tristar Pakistan on September 10 visited the 'HOPE School', an NGO funded institution in an underprivileged area of Korangi, Karachi, Pakistan. Staff members distributed gifts and lunch boxes among students. Tristar Pakistan has contributed some funds for the development of the school.



### ADOPT-A-SCHOOL

As part of the annual Guam Adopt-A-School program, Tristar employees and their families volunteered to refurbish and paint the Benavente Middle School. The 20 volunteers worked rigorously for eight hours on July 28, a Saturday, to transform the exterior façade of the community school.



### COASTAL CLEAN-UP

Tristar Guam's staff, family and friends along with hundreds of other volunteers joined the 24th Annual Guam International Coastal Clean-up on September 29. The team also donated 20 sets of 5-gallon drinking water to help keep volunteers hydrated. The family-friendly CSR event is one of the Pacific island's favorite community activities as it allows everyone from any age to actively participate and help keep the coastal areas clean.

# CSR ROUND UP -2 By Ashwatha Mahesh



SENSES SPECIAL NEEDS CENTER

TREE OF HOPE

## WORLD HUMANITARIAN DAY

Tristar UAE celebrated World Humanitarian Day by volunteering time at the Senses Special Needs Center in Dubai. Twenty staff participated in the event by assisting teachers in the classroom activities for children on August 19. The initiative is part of the Tristar My Social Responsibility program.



ST. MARY'S CHILDREN'S HOME

One of the volunteers, Mr. Rajkumar Biswas from our Shipping Business, shared his thoughts about purchasing a painting made by one of the center's children: "The attached picture in my opinion signifies 'The Tree of Hope', where the colors represent the various hope and aspirations of 'Special Needs Persons', supported by the Trunk of the Tree, representing the Support, Well Wishes and Prayers of the 'Mentors', who distribute 'Love, Affection and Patience' through the branches, the only language understood and acknowledged by the 'Special Needs Persons'. Ironically it is also the only Language Universally accepted by all Religions, Caste and Creed in the Non Special Needs Human World, yet 'Special Needs Care' is just a privilege to a select few."

In Africa, Tristar Kenya celebrated World Humanitarian Day on August 23 by visiting St. Mary's Children's Home, a local school in Eldoret, where staff members distributed food items and engaged with students.



SOUTH SUDAN



UAE

## BLOOD DONATIONS

The Tristar Annual Blood Donation campaign in the UAE occurred on August 6 at the Tristar Headquarters in Jebel Ali. The event was carried out in partnership with the Dubai Health Authority. With the theme 'Give Blood

Save Life', this year's campaign saw Tristar admin and non-admin staff as well as individuals from other companies donating 46 pints of blood.

On the 72nd Independence Day of India, the Indian Association along with the Embassy of India in South Sudan organized a blood donation camp on August 15. Twelve staff from Tristar donated for the second time this year.



## GROUND STAFF GRADUATE FROM SMARTREADING PROGRAM

Nineteen Tristar ground staff proudly received their graduation certificates from the SmartReading program on October 5 at an event attended by dignitaries, teachers, volunteers and fellow students. The Tristar 'students' were thankful for the opportunity offered to them to develop their English language skills through SmartReading.

Spanning from February to June this year, the 19 staff had dedicated their Friday mornings to attend the SmartReading classes that took place at their accommodation. Two individuals received special appreciation at the graduation for excelling in class as well as having the highest attendance record. SmartLife is an NGO registered with the Community Development Authority of Dubai with the aim to empower and develop the workforce.



## CONTINUOUS TRAINING FOR KEY STAFF

A Business Writing and Email Correspondence Training was conducted for key staff on August 8 by Carolyn Elson from Tickbox. It was an interactive session where the participants were put in different groups for discussions and presentations. Tristar Management is investing in trainings to see a business benefit which will definitely happen when the staff implement the new skills they learned on a daily basis.



## AFAL SALES STAFF

Six sales staff from AFAL Kenya visited the Tristar head office and met Tristar Group CEO Eugene Mayne. They came to Dubai for a two-day training with Chevron to enhance their product knowledge on leading lubricants brands Havoline and Delo.

## TOASTMASTERS CLUB – NEW ACHIEVEMENTS

By TM Jayesh Menon  
Vice President PR

We recently received one more banner of the President's Distinguished Club award for 2017-2018. Thanks to our previous Executive Committee (Execom) for their efforts in achieving this recognition once again. We have also achieved 5 DCP points and gained Distinguished Club status for the year. We are still aiming to add 5 more DCP points to reach President Distinguished Club status.

Moreover, we received the Smedley award as well as the Lead and Win award for renewing and enrolling more than 20 members. Thanks to the efforts of VP membership TM Rajkumar Biswas and the entire Execom.



Recently, we hosted World Champion of Public Speaking 2018, MTM Ramona Smith (seated, middle) in a joint meeting with four other Toastmasters clubs, Star of Arabia, Voltas International, Business Excellence and NIA. She mesmerized the audience with her natural speaking style and shared 10 useful tips on how to become a champion speaker. Our club mentor, DTM Balaji Nagabhushan, arranged this rare event with the help of MTM Monica Kiir and the current Execom. The Tristar head office training room held more than a 100 toastmasters and guests last October 15.

# INDOOR SPORTS DAY

By Jobin Mathew  
Operations



TRISTAR FAMILY



AWARDING

Sports and games are very important for us in the organization. They keep us healthy and fit, offer us a change from the monotony of daily routine, and are a useful means of entertainment and help in character and team building.

The much-awaited Tristar Staff Indoor Sports Day was held on a Friday, July 20, at InSportz in Al Quoz, with great zeal, excitement, frolicsome and energetic atmosphere.

The event began with our Group Chief Administrative Officer Balaji Nagabhushan welcoming everyone and emphasizing the importance of sports in an organization.

Everyone was in high spirits. The occasion commenced with a stretch and warm-up session conducted by Assistant GM Operations Arundhan Alphones.

The entire indoor venue was then set on fire with almost all attendees taking part in their respective sports like Cricket, Football, Volleyball and Badminton.

Some players had never had face-to-face or interaction with their fellow teammates and opponents before the tournament. We all happen to witness overwhelming and energetic display of skills, passion and teamwork among players in their respective teams.

“Don’t aspire to be the best in the team. Aspire to be the best for the team.” This was what we learned at the sports day.

The organizing committee was composed of Arundhan Alphones, Arthur Los Banos, Dilan Anthony Dalmeida, Benistlal Nair, Jason D Souza, Jovita D Souza and Jobin Mathew. And these were the winners:

**Cricket**

- 1st: Tristar Sixers under Team Captain Umesh Manjappa
- 2nd: Tristar Daredevil under Team Captain Benistlal Nair

**Football**

- 1st: Tristar Dynamos under Team Captain Jobin Mathew
- 2nd: Tristar Blasters under Team Captain Naveen Krishnan

**Volleyball**

- 1st: Tristar Spirit under Team Captain Krishna Das
- 2nd: Tristar Legend under Team Captain Arvind Fernandez

**Badminton:**

- 1st: Eby Kurian and Madhusudanan
- 2nd: Navas Padne and Mohamed Hanifa Ismail



CRICKET



BADMINTON



FOOTBALL



VOLLEY BALL

# CELEBRATING GCEO'S 65TH BIRTHDAY

On September 10, members of the Tristar Family within the UAE gathered at the Head Office to surprise Group CEO Eugene Mayne on his 65th birthday. The staff, under the guidance of an organizing committee, gathered at the Training Room for a little celebration.

Mrs. Joan Mayne kicked off the event with a heartfelt speech and a song. She also prayed for the well-being of every member of the Tristar Family. A few employees from various departments led by HR Manager,

Sanjit Roy, put together a flash mob which began with a single dancer and kept growing up to 12 dancers and finally encompassed everybody in the room!

The event was made even more beautiful by Arlene Banda alongside Lupo Castilo from JAFZA South facility who put together an inspirational song that left everyone in the room amazed and thoroughly entertained.

This year, the organizing committee coordinated and put together videos of

birthday wishes from children of several staff members, beneficiaries of the Elizabeth Mayne Foundation in India as well as pupils of Gabat in South Sudan and Kiserian in Kenya schools, wherein Tristar has CSR projects. Some children painted sketches which were presented to Mr. Mayne.

From various Tristar locations globally, video messages were displayed. The celebration which lasted approximately two hours left everyone in great spirits and an immense sense of family.



MR. EUGENE MAYNE WITH TRISTAR FAMILY



AWAITING FOR THE CELEBRANT



THE MAYNE FAMILY



LUPO (2ND LEFT) AND ARLENE (RIGHT)



WELCOMING THE CELEBRANT



MONICA SHOWING PAINTED SKETCHES



DANCE PRESENTATION LED BY SANJIT (LEFT)

# RETIRING DRIVERS



The following senior drivers have been employed with Tristar for a very long time (left to right): Riaz Ahmed Munshi (15 years), Major Singh Salosran Singh (18 years), Ranjit Singh Amar Singh (18 years), and Thajudeen Rawther Abdul Razaq (7 years).

They have scrupulously and consistently worked with integrity following the Golden Rules of Tristar. They have at all times followed safety and were a shining example to other drivers. The four, plus Sharbat Mir Sardar Khan (9 years), had decided to retire and go back to their home countries to spend time with their families. Some office and operations staff gathered at the training room to felicitate them and thank them for their long-term service. The drivers were filled with joy and shared their wonderful and memorable experiences with Tristar



## South India Rehabilitation Campaign

Kerala Chief Minister Shri. Pinarayi Vijayan (left) receives from Suresh Kalakunnath the donation collected from Tristar staff globally amounting to INR 1,600,000. Another amount worth INR400,000 will be given to the Kodagu Flood Relief Fund.



## Juba Badminton Championship

The Indian Association in South Sudan conducted a badminton championship on September 23 with the participation of 30 teams. Tristar South Sudan fielded five teams with three teams reaching the quarterfinals. The first prize was won by the team comprising Deepak Raj (left) and Raju Piryandil (right).

## Tristar Football Teams

Two teams comprising admin and ground staff participated in the one-day corporate football tournament organized by DulSCO on September 7 at the DulSCO Event Arena in Al Quoz. The football players are currently training for the winter tournament to be held at the same venue in December.

