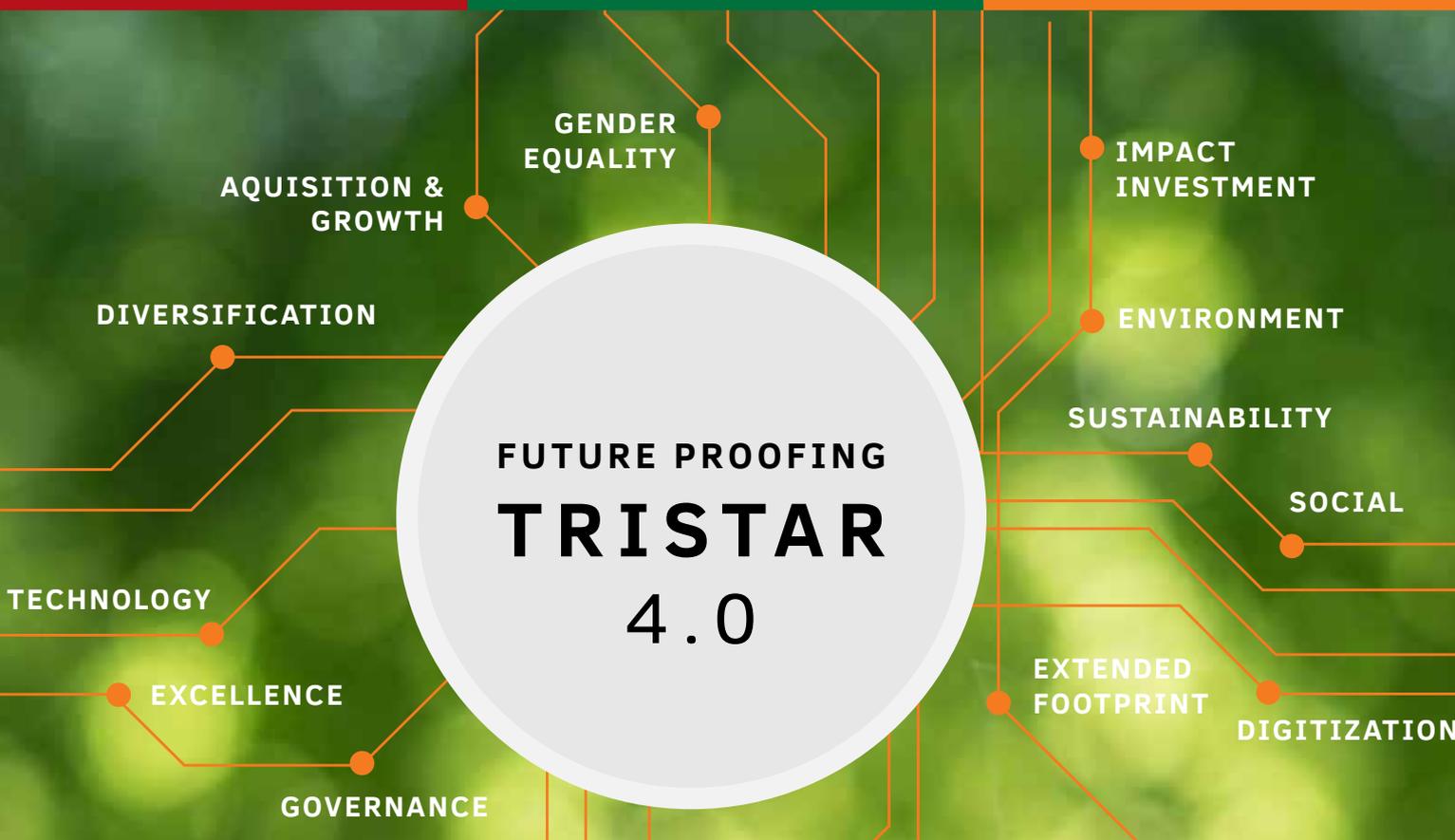


TRISTAR WORLD

TRISTAR NEWSLETTER JUNE 2019
www.tristar-group.co



GROUP CEO MESSAGE



I would like to use this opportunity to wish you and your families a very happy and blessed Eid Mubarak.

In this second edition of our newsletter I would like to briefly summarize our achievements for the first half and our plan for the remainder of 2019.

We did not have a very good start to the year with most of our businesses missing their plan numbers for January and February, and for all good reasons. However, I would like to reiterate that each business owner must assume full P&L responsibility and therefore accurate forecasting and close management of actual performance versus plan must be the norm and is the primary responsibility of each country or business head. It is important that we deliver to plan for the rest of the year if are to make our numbers for 2019. I am confident that over the next six months we will be able to cover the initial setbacks and I will be closely working with each business unit to ensure we stay on track for the remainder of the year.

At our annual Leadership Summit on March 28 and 29 this year, the theme was 'Future Proofing Tristar 4.0'. This theme was chosen against the backdrop of globalization and the 4th Industrial revolution that is fundamentally altering the way we live, work and deal with each other. Today, we live in a world where change is happening at an exponential pace and companies and business alike have to understand and accept the changing environment by continuously innovating if we want to future proof our continued existence as a company.

On to business and the shipping side of our company, we have successfully closed a deal for 6 brand new 25000MT chemical carriers which will be built at Hyundai Mipo Dockyard in South Korea and will be delivered starting some time mid-2020. This addition will take our shipping fleet to 32 vessels which by my estimate will make us one of the largest privately-owned shipping company in the GCC. This is indeed some achievement.

On the logistics front we have been busy mobilizing for the ADNOC long term contract that we successful closed in the last quarter of 2018 and expect to have this contract of more than 100 tankers up and running to full capacity starting second half of this year.

I am also pleased to see that we are seeing a turnaround in our KSA fleet operations and this is indeed a welcome breakthrough after a long wait. KSA presents a huge market opportunity and we are confident that there will be no looking back in KSA from this point.

We have also recently been awarded a fuel supply contract by the WFP in Yemen and we will look to establish a full operating presence in due course in the country.

Here at the HO level we are preoccupied with our corporatization plans which means a lot of work and lot more changes to previously established day-to-day work disciplines and operating practices. Professionalizing our business and our decision making process will only strengthen us as a company and enable us to have accurate and timely feedback that is critical for decision making and for managing our investor relations.

We are also simultaneously working on some exciting business opportunities which will bring substantial contribution to our group revenues in 2020 and beyond.

The future for Tristar looks exciting and I am indeed excited. How about you!

I am also pleased to note that we have completed another quarter without any major incident or fatality and I would like to take a moment to acknowledge and thank you all for this enviable achievement which indeed speaks volumes about your tireless efforts. Keep it up!

I look forward to your continued support, dedication and loyalty.

Thank you and best regards,

EUGENE MAYNE

SHARING TRISTAR'S BUSINESS GROWTH AND SOCIAL RESPONSIBILITY



Mr. Mayne was a panelist at the Dubai Convention of the Institute of Directors (IoD) last March 5 where he urged the audience to 'leave no one behind' in building a Business for Purpose which is Sustainable for decades. He participated in the panel discussion on 'Future Proofing Enterprise and Creating High Performance Boards'. Mr. Mayne also hosted a group of Maritime and Logistics journalists from Europe, Middle East and Asia on April 2 at the Tristar Head Office where he shared the expansion programs of the Shipping Business.

TRISTAR ROAD SAFETY SEMINAR IN RIYADH



All the speakers at the Tristar Road Safety Seminar held on Wednesday, April 17, reiterated that 95% of all road accidents are preventable because they are caused by human errors.

The first speaker, Robert Burgon, Executive Head of Training at the Royal Society for the Prevention of Accidents or RoSPA, explained that drivers can avoid accidents by being focused while driving so that they don't get distracted and make the right judgements specially at junctions and intersections.

Tristar Group CEO Eugene Mayne said that to reduce road accidents and fatalities



drivers should change bad habits like speeding, talking on the mobile phone and not following rules. He added that Tristar will continue to spread road safety awareness in the Kingdom. Tristar has been promoting road safety awareness in the United Arab Emirates (UAE) for several years in collaboration with the Center for Responsible Business of Dubai Chamber and the Traffic Department of the Roads and Transport Authority.

"I would like to thank Tristar for organizing this seminar, and creating this opportunity to share the knowledge and learn about road safety and for giving us the platform

to connect and build the relations with the different organizations," expressed Miasem Bajowaiber, the only woman speaker at the event held at the Hyatt Regency in Riyadh. She is a civil engineer with the National Road Safety Center – KSA.

"Cars are a dangerous machines. It is important to understand the risks associated with cars so paying attention to the rules and following them is essential for avoiding road accidents," Ms. Bajowaiber explained. "With having a background in civil engineering in the road safety field, it is helping me getting involved with the road infrastructure and design guidelines in order to design and regulate safer roads for our transport system."

The other KSA-based road safety experts were Farhad Amer, Head of HSE at FAHSS/TUV NORD; Muhammad Farhan, Saudi Aramco Chair Professor and Director of Traffic and Transportation Engineering at University of Dammam; Mohammed Hawsawi, Global SC EHSS and Sustainability at SABIC; and Muath Alturaif, Civil Engineer at National Road Safety Center – KSA.

TRISTAR FIRST LOGISTICS PROVIDER TO USE BLOCKCHAIN

Tristar Group CEO Eugene Mayne (center) was invited to participate in a panel discussion at the Future Blockchain Summit held at Dubai World Trade Centre on April 3. Mr. Mayne discussed Tristar's digital strategy and pioneering work with Blockchain in the region and how Tristar is leveraging the technology to provide a world class service to its customers. Tristar has been recognized for being the first logistics company in the Gulf Cooperating Council (GCC) to have a fully live Blockchain platform, which provides customers with full real-time oversight on end-to-end warehousing



and transportation processes. Blockchain technology is being leveraged at Tristar for business relationships as a single point of access for all documents/records, and the managing of trusted data with little or no use of paper.

SECOND MAJOR DEAL WITH SHELL FOR 6 CHEMICAL TANKERS

Tristar Group has signed firm contracts for six new build 25,000 MT DWT, IMO Type 2 Oil and Chemical Tankers with South Korea's premier shipbuilder, Hyundai Mipo Dockyard. The vessels will be delivered between the middle of May 2020 till the first week of January 2021.

The vessels have been ordered on the back of long-term charter contracts with oil major Shell. This follows Tristar's acquisition of six new build, 50,000 MT DWT, MR Tankers from the same yard in 2016, also with long term charters with Shell.

"Our business model will continue to be

built around the needs of customers and we are confident that if we continue to offer best in class services at competitive pricing there will be immense opportunity to leverage the brand equity that we have built over the years," explained Mr. Eugene Mayne, the founder and Group CEO of Tristar.

The vessels will be built to the latest specifications with an improved hull form design. They will meet all the latest regulations and are fitted with Tier 3 Engines to reduce emissions to comply with Tier 3 NOX requirements. The ships are expected to be on the water starting from May 2020.

GULF SHIP FINANCE FORUM

Tristar and Eships were the anchor sponsors of the Gulf Ship Finance Forum or Marine Money Conference in Dubai on March 14. Marco Bachechi, Group CFO of Tristar, and Chris Peters, CEO of Eships, joined a panel of lawyers and bankers who were working on Tristar's six new build 25,000 MT DWT, IMO Type 2 Oil and Chemical Tankers with Hyundai Mipo Dockyard.

The Shipping business of Tristar has expanded significantly in the past three years and the conference was a good opportunity to join with business partners and reflect the company's growth story to a wider shipping audience explained Mr. Peters. "Tristar is now a recognised as a shipping leader in the region and are seen as a go to company by many of the Oil majors when looking to find partners for new projects."



UNITED STARS SIGNS UP SIGAS TO TRANSPORT LIQUID GASES



United Stars of the Tristar Group has signed up Saudi Industrial Gas Co. Ltd. (SIGAS) to transport liquid gases for two years for SAR 12million.

SIGAS is a member of the Linde Group which is a world leading supplier of industrial, process and speciality gases. Linde-SIGAS is the second biggest industrial gases company in Saudi Arabia.

United Stars will provide close to 20 road tankers to transport Liquid Nitrogen and Liquid Co2 from Dammam to different locations in the Kingdom, specifically to remote oil and gas rigs.

The contract was signed by Tristar Group CEO Eugene Mayne (middle), who is based in Dubai, UAE, with SIGAS officials Zuabir Siddiqui (3rd from left), Syeda Ali (2nd from right), Mishari Alomari (right), and Imran Majeed (3rd from right). Others in photo are United Stars Country Manager Aous Mahmoud Ahmed Ali (2nd from left) and Tristar Group Projects Manager Raj Rajasekar (left).

TRISTAR HEALTH CAMPAIGN AT SOHAR PORT



The Tristar Coastal Shipping Team conducted a Health Campaign with the SOHAR Port and Freezone for Port Community on April 16 benefiting 120 seafarers and port workers.

The initiative was supported by Sohar Industrial Port Company (SIPC) along with Lifeline Hospital, the government

Sohar Hospital and Port Community members.

Participants listened to lectures on summer heat body management and balancing health and work life. The seafarers and port workers underwent a health check-up and first-aid training for summer heat victims, and donated blood as well.

“The event was successfully completed and much appreciated by Port of Sohar and Port Community users,” expressed Tristar Marine Services Manager Saji Nair (extreme right) who facilitated the Pledge for a ‘Healthy Lifestyle and Work Health Balance’.

The Tristar Coastal Shipping Team was led by Fleet Manager Henri de Gersigny who explained the importance of Health Management in work life. Capt. Naseef Siddiqui, Manager MSQ explained the significance of Health management initiatives assisting safe work environment.

SIPC was represented by Mr. Jacob Bac, Deputy Harbor Master SIPC; Mr Hashim Al Baloushi, Sr MSO; Mr Waleed Al Siyabi, HSE Manager SIPC. The participating hospitals’ Health Team members provided the health check-up and first aid training.

AVIATION AND SECURITY TRAININGS IN SOMALIA



who has conducted JIG International inspections for six aviation sites in the country. Irimu commended Tristar for the marked improvements on Safety, Quality

Control, Operations and Environmental Management across all the sites.

On March 10, a Security training was organized for Tristar Somalia’s management and supervisory teams by international risk management Company, Frontline Responses Finland Ltd (FRF) which has an active presence in Somalia. The training focused on Somalia-specific risks, identification of risks and action requirements, including practical field sessions.



A JIG International Aviation Operations training was held in Somalia on March 8 and 9 with a total of 22 personnel from Tristar, UNSOS and contractors attending. The training was conducted by Senior JIG Inspector Julius Irimu



AFAL IS TOP CALTEX DISTRIBUTOR

The AFAL Team received the 1st Place award among Caltex Lubricants distributors during a gathering held in Dubai on February 26. Photo shows Tristar Group CEO Eugene Mayne (center) receiving the glass token from Parinaz Patel (4th from left) of Chevron. Others in photo are (from left to right) Adriaan De Kok (Chevron), Abhijit Sarmah (AFAL), Mouna Malek (Chevron), Patel, Mayne, Anil Sasidharan (AFAL), Charles Mbithi (AFAL), Umesh Manjappa (AFAL), and Omar Zidan (Chevron). AFAL is a subsidiary of the Tristar Group. AFAL is owned by the Tristar Group and is the authorized distributor of Caltex products including the Delo and Havoline brands, as well as industrial lubricants in Kenya, Uganda, Burundi, Rwanda and the Eastern Democratic Republic of Congo.

2019 LEADERSHIP SUMMIT

By Monica Kiir, Legal



Tristar held its 2019 Leadership Summit on March 28 and 29 where various employees from all UAE and global locations were present. The theme for this year's summit was "Future Proofing Tristar 4.0"

In this summit, the intention was for us to get hands-on as far as securing and shaping the future is concerned. With so much innovation and technological disruptions, nothing is really constant, the world is changing and so should our approach.

We kicked off the first day by listening to a speech from our Group CEO, Mr. Eugene Mayne, in which he among other things, spoke about climate change and the impact thereof. He reiterated that it is about time 'we got angry about climate change'.

As a business, we do realize that it is important to secure the future by adopting sustainable modes of business as well as life. We believe that we are responsible for shaping and working towards the kind of future we need. This year we reviewed ourselves as a business, as individuals, and, above all, as citizens of the world.

Climate change and issues of global warming are major threats and the faster we channel our energies to countering these issues, the better. At Tristar, we have adopted and have been adhering to the UN Sustainable Development Goals. We believe that each one of us can play a great role to ensure that we do not deplete whatever is left of our planet. Each attendee of the summit was asked to write down their pledge towards sustainability and hang them on a tree which was dubbed "the sustainability tree". The ultimate goal for Tristar is to be a successful business not only for profit but also for purpose.

We also got the opportunity to listen to a guest speaker, Mr. Kyle Weber, who basically took us through the future of mobility. He explained the need and the importance of moving towards the use of hybrid cars as this will enable us save more energy while reducing pollution. Digital technology and platform type of business models are creating a new sector on the crossroads between energy and transport. Mr. Weber further explained that the future of mobility will be autonomous, electrified

and data based. Being a logistics company, this discussion was very intriguing and each of us in the room could closely relate.

As the day progressed we had several team building and networking activities where we worked in different teams tackling various questions related to our business while getting to also know each other. We ended the first day with a networking game followed by cocktails.

On the second day, we had the liberty of bringing along our family members. It was a fun-filled day wherein we took part in lots of team building and outdoor activities. To start the day, we were put into eight groups and tasked with creating a chain reaction. Equipped with various objects and tools, we embarked on a two-hour task, ensuring that each team created something unique but with the ability of working in tandem and setting off a reaction with whatever creations the other team came up with. It was a draining yet fulfilling activity. At the end of the summit, each of us was feeling energized and ready to take on the future!



ANNUAL GLOBAL SAFETY DAY

Tristar celebrated the International Labor Organization's World Day for Safety and Health at Work (April 28) and the UN Road Safety Week (May 6 to 12) on May 2 when it rolled out the group's 2019 safety theme: 'Safety is an obligation that cannot be achieved on a fix it tomorrow attitude'. In the UAE, a town hall was held with several customers attending where external stakeholders Roshan Menon of Emirates Airlines, Arinana Rajarao of Shell and Abdelrahman Elshami of Continental Middle East shared

their best road safety practices. A firefighting simulator was set up outside the Tristar head office building where employees and guests had an actual firefighting experienced. A number of operations from the UAE and global network also conducted their own activity.



HAITI



KENYA



JAFZA

HSSEQ BEST PERFORMERS RECOGNITION



MICHAEL

Tristar Group CEO Eugene Mayne awarded Rayan Crasta of UAE as the first Silver awardee of the Group HSSEQ Employee of the Year at the Annual Global Safety Day gathering. The award recognized 'outstanding Health, Safety, Security, Environment and Quality' employees who are committed in promoting a positive HSSEQ culture across the group. The Gold awardee was Michael Ronald of Oman while the Bronze winner was Mohammed Yousuf of Pakistan.



YOUSUF



RAYAN



GULF SQAS AUDIT

The Gulf Sustainability & Quality Assessment System (SQAS) is a system to evaluate the quality, safety, security and environmental performance of Logistics Service Providers and Chemical Distributors. Tristar's Gulf SQAS covers the Head Office with Transportation and Warehousing services and the Tristar Jafza South facility with Warehousing and ISO Tank Cleaning services. Francisco José (3rd from right) from Spain carried out the audit for eight-man days in both locations. During the audit, HSSEQ performances of Road Transportation, Warehousing and ISO Tank Cleaning services were reviewed and the auditor gave a score of above 91.5% for Tristar.



QUARTERLY SAFETY MEETING: PLEDGE TO UPHOLD 5 TRISTAR ROAD TRANSPORT GOLDEN RULES

The first Quarterly Safety Meeting (QSM) for 2019 was held on February 22 where Group CEO Eugene Mayne challenged every driver not only to avoid accidents but also to avoid road traffic violations and, in the process, receive rewards. Group HSEQ and Sustainability Manager MS Sridhar opened the meeting by launching the 'Driver HSE Performance Report' which monitors the proactive and reactive KPI's of drivers. Driver Behavior Based Safety was explained by Francisco José, Gulf SQAS Assessor, while a Hearts and Minds session was facilitated by Piero Ricotti of TECNOSISTEMI SOLUTIONS. Capt. Nazeef Siddiqui of Tristar Coastal Shipping Team lectured on Road Tanker and Bunkering Safety at ports. Another highlight of the QSM was the pledge led by Kannan VS, Driver and Fleet Management Supervisor, wherein drivers, staff and guests took a pledge to uphold the 5 Tristar Road Transport Golden Rules.

ISO SCOPE EXTENSION AUDIT

Tristar established its own Integrated Management System (IMS) for Road Transportation and Warehousing vertical and the management system is being certified by DNV for ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 for the Head Office, Warehouse 2 and the Abu Dhabi facility. Now the scope of these certifications is extended to the Jafza North and South facilities, Saudi Arabia and Oman. The ISO Scope Extension audit was completed successfully without any major non-conformities and the auditors recommended for certification all the facilities.

TRISTAR ENCOURAGES BUSINESS LEADERS TO SUPPORT UN SUSTAINABLE DEVELOPMENT GOALS



forms of poverty, fight inequalities and tackle climate change' by 2030.

"Since our inception in 1998, we made a commitment to be a Responsible Business and today this commitment underpins every decision we make," Mr. Mayne declared. Tristar is promoting SDG No. 3 on Good Health and Well-being and No. 4 on Quality Education with its road safety awareness campaigns in the GCC and with its support to the education sector in South Sudan and Kenya, respectively.

The UN Global Goals Workshop with the theme 'Be Inspired. Get Involved. Take Action', was organized by Quality Indeed Consulting and held at the Movenpick Ibn Batutta Gate Hotel in Dubai on April 30. The event saw the participation of executives and CSR professionals from various private and public entities, including representatives from the UN Global Compact Local Network UAE. Mr. Thawani concluded with a call to take action and "Leave No One Behind" (website <https://action4sd.org/leavenoonebehind/>). He encouraged attendees to become "Goal Keepers" and register as Partners under SDG No. 17.

Tristar Group CEO Eugene Mayne has called on companies in the UAE to support the Global Goals of the United Nations (UN) focused to end poverty, protect the planet, and ensure prosperity for all people of the planet. Speaking at the UN Global Goals Workshop, organized by International Quality and Excellence Consultant Sunil Thawani, Mr. Mayne reiterated that business leaders must support the Ten Principles of the UN

Global Compact (UNGC) 'not just by lip service but by action.'

The Ten Principles cover four areas related to human rights, labor, environment and anti-corruption and directly contribute to the 17 Sustainable Development Goals (SDGs). The SDGs are a set of economic, social and environmental goals ratified by 193 countries, including UAE at the UN in September 2015 which aims to 'end all

MR. EUGENE MAYNE ELECTED TO BOARD OF LOCAL UN NETWORK

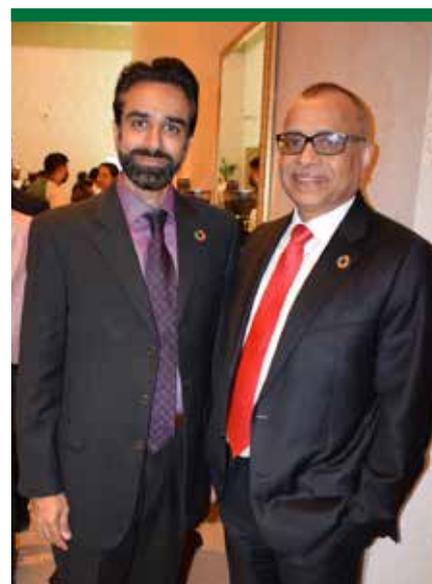
Tristar Group CEO Eugene Mayne was elected to the Board of Directors of the Global Compact Network UAE on April 3. As a responsible business, Tristar has been an active participant of the UN Global Compact (UNGC) since 2011. The company has upheld the UNGC Ten Principles on human rights, labor, environment and anti-corruption ever since. It has also been supporting some of the 17 UN Sustainable Development Goals in the communities where it operates.

The Global Compact Network UAE was launched in 2015, and over the past few years, has successfully raised awareness on and supported implementation of the Ten Principles and the SDGs. Crafted as a multi-stakeholder body, the Board of Directors will provide ongoing strategic and policy advice for the Local Network in the UAE and be instrumental in helping to bring business to the table in support

of the UN 2030 Agenda. The Agenda envisages "a world of universal respect for human rights and human dignity, the rule of law, justice, equality and non-discrimination".

Ole Lund Hansen, UNGC Chief of Global Operations, congratulated the new Board: "We are pleased to welcome the new Board of Directors of our Local Network in the UAE. They will channel their experience and knowledge towards supporting the Local Network as it continues on its mission to mobilise the private sector around the achievement of the Sustainable Development Goals (SDGs) in the country."

Shown in photo is Mr. Mayne with co-board member Dr Vinod Gauba, Founder and CEO of Imperial Healthcare Institute, at the UN Global Goals Workshop on April 30.



CSR ROUND UP -1

TRISTAR AWARDED AT THE INTERNATIONAL BUSINESS EXCELLENCE AWARDS



Tristar Group was named second place winner in the Sustainability Category of the highly competitive International Business Excellence Awards on April 30. The company was awarded for its transformative initiatives and achievements in carbon emission measurement and reduction geared towards supporting the UN Sustainable Development Goals. The adoption of Blockchain Technology, the installation of an Effluent Treatment Plant, and the provision of shuttle buses to employees were the initiatives leading to Tristar winning the award over a number of major local and international firms. The International Business Excellence Awards is supported by the Department of Economic Development of Dubai.



KENYA

WORLD WATER DAY

In celebration of World Water Day on March 22, Tristar staff in UAE, Central African Republic, Guam and Kenya conducted awareness sessions and pledged to conserve water. The theme for 2019 is 'Leaving no one behind' which is an adaptation of the central promise of the 2030 Agenda for Sustainable Development. UN



CAR



GUAM

Sustainable Development Goal No. 6 aims to ensure availability and sustainable management of water for all by 2030.



PLANT A SEED FOR TOMORROW

Tristar volunteers supported Dubai Chamber's Engage Dubai initiative by participating in the 'Give A Ghaf' Program by dedicating their time along with other volunteers in transferring and repotting hundreds of ghaf seeds at the Al Barari nursery on April 10. The Ghaf is a drought-tolerant, evergreen tree which is possibly the sturdiest plant of the harsh desert environment in the UAE. It can be seen growing on low sand dunes, undulating sand sheets and along margins of gravel plains mostly in the emirates of Abu Dhabi, Dubai, Sharjah and Ras Al Khaimah.

EARTH HOUR

Several Tristar offices and facilities switched off all lights and non-essential equipment for an hour on March 30 in support of Earth Hour. These are the head office in Jebel Ali, the JAFZA South facility, the staff accommodation in Jebel Ali, the Tricore office at Hamriya Free Zone in

Sharjah and the office in Nairobi, Kenya. Some employees also participated in their respective homes with their families. Earth Hour 2019 with its campaign '#Connect2Earth' aims to build mass awareness on why nature is important and create an unstoppable movement for nature similar to when the world came together to tackle climate change.

INTERNATIONAL WOMEN'S DAY

Tristar UAE and Pakistan celebrated International Women's Day on March 7 with the theme #BalanceForBetter. The first International Women's Day (IWD) occurred in 1911, supported by over one million people. Today, IWD belongs to all groups collectively everywhere. Gloria Steinem, world-renowned feminist, journalist and activist once explained: "The story of women's struggle for equality belongs to no

single feminist nor to any one organization but to the collective efforts of all who care about human rights." The women at the



PAKISTAN



UAE

Tristar Head Office had an open forum filled with laughter and saw Arlene Banda and Jeanverly Montero render a song number.

CSR ROUND UP -2



AL NOOR SPECIAL NEEDS CENTER FAMILY FUN FAIR

The Al Noor Special Needs Center which has been providing professional training and care for individuals with special needs in the UAE for the last 36 years hosted a Family Fun Fair for thousands of visitors on March 1. Tristar staff Adela Elago of HR, along with her friends, and Nazeef Siddiqui of Coastal Shipping shared their time by assisting in the variety of activities ranging from games and competitions for kids and adults. The money raised from the fun fair will be used to support the center and its 230 students, who face challenges like Down's Syndrome, Cerebral Palsy and Autism.

CAR FREE DAY UAE

In support of Dubai Municipality's Car Free Day on February 24, Tristar UAE encouraged employees to travel to and from the office on public transport or company provided shuttle buses. On that day Tristar staff who did not bring their vehicles were able to reduce 110 kilograms of carbon dioxide emissions due to their participation. With the theme "Not just a day, every day," Dubai Municipality reported that more than 10,000 individuals from across the emirate registered to participate in the campaign.

BLOOD DONATION

Tristar Oman staff Victor Walter Mascarenhas and Omar Hassan Shahdad Al Bulushi donated blood on February 20 at the Oman Blood Bank Centre, MOH Bawshar.



DUBAI CHAMBER CSR LABEL

Tristar has been awarded the Dubai Chamber CSR Label for the third time. Tristar Group Chief Administrative Officer and CSR Steering Committee Chairman Balaji Nagabhushan received the certificate from Dubai Chamber Chairman H.E. Majid Saif Al Ghurair during an awarding ceremony on February 28. The Dubai Chamber CSR Label is the highest level of recognition for the CSR effort of businesses in the Middle East. Tristar first received the label in 2014 and then in 2016.



DUBAI CARES WALK FOR EDUCATION

Tristar volunteers participated in the fun-filled Dubai Cares Walk for Education on February 15 at Dubai Creek Park in support of UN Sustainable Development Goal No. 4 on Access to Quality Education for everyone around the globe. The event saw participants walk 4,000 steps or 3 kilometers in solidarity with millions of children in developing countries who walk long distances every day to go to school.



LOGISTICAL SUPPORT TO EEG CAN COLLECTION CAMPAIGN

Tristar provided key logistical support to Emirates Environmental Group's Can Recycling Collection Campaign on February 28. According to the EEG, the day brought together more than 200 entities from across the UAE to participate in the event. The combined effort of various hotels, families, academic institutions and corporations collected more than 4,000 kg of Aluminium Cans for recycling which forms 20% of the set target for 2019, which is of 20,000 kg.



SOLAR LIGHT SYSTEM INSTALLATION AT WAU TEACHING HOSPITAL

Tristar South Sudan installed a solar light system as an emergency backup for the children's ward at Wau Teaching Hospital, one of the only two functioning teaching hospitals in South Sudan. The emergency lighting was requested by the Ministry of Health to address power outages whenever the only generator at the hospital fails. The system has 36 LED lamps in two children's wards with each ward consisting of four rooms, two toilets, and a pharmacy, store and veranda. The solar light system was inaugurated on March 23 by the Health Minister of Wau County, Hon. Dr. James Patrice Ibrahim (2nd right).

ROAD SAFETY TASK FORCE MEMBERS VISIT TRISTAR



Twenty-seven representatives from five member-companies of the Road Safety Task Force of the Center for Responsible Business (CRB) of Dubai Chamber visited the Tristar Head Office in Jebel Ali Industrial Area No. 2 on April 24 to observe the Journey Management operations and the driving simulator functions.

The activity is part of the continuing Road Safety Awareness Campaign initiated by the Task Force which is co-led by Tristar under the supervision of Syed Atif Ali, Program Manager of CRB. The companies represented were School Transport Service LLC (STS), Aramex, Empower, Apparel Group and Serco.

Tristar has installed a driving simulator wherein its truck drivers are trained. The simulator tests the drivers' skills in various hazardous situations and weather conditions, to ensure that best practices are followed on the road like a front tire burst.

"During the tour we learned about Tristar's Road Safety management particularly their journey management system, also we got a live demo of their custom built driving simulator which was a very exciting experience," Atif said.



DUBAI CHAMBER ROAD SAFETY SEMINAR

As the co-lead of the Road Safety Task Force of the Center for Responsible Business (CRB) of Dubai Chamber, Tristar presented before more than 50 representatives from various transport fleets best practices in road safety on March 28.

Arundhan Alphonse, Assistant GM for Operations, Tristar Group said: "Changing the drivers' behavior is crucial for eliminating road accidents and fatalities. Just a simple act like wearing a seatbelt can save a life in case of a road accident. As a lead company in the Road Safety Task Force, we are always ready and enthusiastic to

share our road safety best practices with other companies."

For his part, Dr Belaid Rettab, Chief Economist, Senior Director – Economic Research & Sustainable Business Development Sector, Dubai Chamber, noted that the seminar, along with other similar activities organized by the CRB, support Dubai Chamber's efforts in promoting responsible business practices in Dubai. He added that the seminar was beneficial as it outlined best practices that can be adopted to improve the safety of drivers who are employed by companies in the emirate.

WOMEN'S EMPOWERMENT PRINCIPLES

Tristar Group CEO Eugene Mayne signed the Women's Empowerment Principles (WEPs) on March 8, coinciding with International Women's Day. The signing was witnessed by CSR and Sustainability Assistant Manager Ashwatha Mahesh. The WEPs is a joint initiative from UN Women and UNGC to enable businesses to empower women and take decisive action in the workplace, marketplace and community.

"True empowerment means providing equal opportunities to men and women alike. Women in leadership positions provide the right balance to protect the future of the enterprise", said Mr. Mayne. Tristar has been strengthening its commitment towards more inclusive and gender diversity within the company in the past years.

Speaking about the importance of WEPs and Tristar joining the movement, Alice Laughler, The Chair of UAE WEPs Task Force stated: "The Women's Empowerment Principles agenda celebrates diversity, champions inclusion, and empowers women to participate fully in the economy. The platform offers like-minded companies guidance on advancing gender equality and women's empowerment in the workplace, marketplace and community."

TRISTAR WINS TECHNOLOGY SOLUTIONS PROVIDER OF THE YEAR AWARD



For the second consecutive year, Tristar has been recognized by the logistics industry in the Middle East for its pioneering work with Blockchain in the region at the Logistics ME Awards function on April 2017. The award 'Technology Solutions Provider of the Year' was given to Tristar for leveraging the technology to provide a world class service to its customers. Tristar beat over eight UAE and multinational companies.

Adam Lalani, Head of IT, along with Balaji Nagabhushan, Group Chief Administrative Officer, received the award on behalf of Group CEO Eugene Mayne. In 2018, Tristar was given the 'Technology Implementation of the Year' award.

APPRECIATING TRISTAR STAFF



Tristar HR Manager Sanjit Roy and Assistant GM for Operations Arundhan Alphonse distributed appreciation certificates to: 1) Sheridan Dela Rosa, Chakravarthi Ganesan and Rayan Crasta for excellent management of Shell ESMA Project; 2) Staff of Warehouse 2 - Aravind Fernandes, Midhun Sivadasan, Abdul Shameer, Ajay Gosh, Irfan Sharif, Ananda Thontha, Mitul Walia, Altaf Hussain, Waris Sharif, Ram Naval Chauhan, Vivek Singh, Shyam Mohan, Karnan Ponnusamy, Ishwar Singh, Nabeel Nadeem and Gurwinder Singh for their efficient work and taking Tristar an extra mile to achieve the best possible result in Operations; and 3) Abdul Mathina for efficiently handling Lafarge operations successfully which is running 24/7.

TRISTAR SUBJECT-MATTER EXPERTS

Adam Lalani, Group Head of IT, received an award at the CIO100 Awards and Forum on January 29 - where he was also a keynote speaker on Tristar's adoption of Blockchain technology. Lalani also spoke on the same topic at two more public gatherings: Future Blockchain Summit on April 3 in Dubai with Tristar Group CEO Eugene Mayne and at the GPCA Supply Chain Conference on April 16 also in Dubai.

Lalani was a speaker at the e-Crime and Cybersecurity Congress on March 19 on the topic "The new inconvenient truths on AI, machine learning and its impact on business". Group Chief Administrative Officer Balaji Nagabhushan also presented at the same event on "Cybersecurity: the senior management perspective".

HAPPINESS APPRECIATION AWARD



Members and volunteers of the Tristar Recreation and Happiness Committee pose with the Employee Engagement Appreciation certificate at the Happiness @ Work Award 2018 held last April 22. Tristar was one of the shortlisted organizations that has proven to 'institute positivism and a sense of belonging at the workplace and are constantly innovating to create a workplace environment that inspires and engages employees'.

TRISTAR TOASTMASTERS AT DIVISION CONTEST



Monica Kiir made it to the Top 3 in the annual Toastmasters Division Contest held on March 22. Leading up to the Division level, four members represented Tristar at the Area Contest on March 1, out of which three were placed in The Top 3 positions in the following categories:

- Naveen Krishnan – Humorous Speech
 - Monica Kiir – Prepared Speech
 - Arthur Los Banos – Impromptu Speech
- Naveen proceeded to the Division level where Monica eventually came third.

ANNUAL OUTDOOR CRICKET TOURNAMENT

BY DILAN D'ALMEIDA, INTERNAL CONTROLS OFFICER



Six teams wearing different colors battled it out for the much-coveted annual Tristar Outdoor Cricket tournament trophy. The tournament was played in two Fridays – February 15 and March 1.

There were two groups with three teams which played against each other on February 15. The atmosphere was awesome. We had many new players who made their debut match in this year's tournament. When the semi-finals were played on March

1 the weather condition was not so pleasant in morning and the matches could have been called off but the players insisted to have the matches under dusty weather. The Tristar Black Team which was unbeaten in group stage eventually won over the Tristar Blue Team to reach the finals. The Tristar White team beat the Tristar Orange Team to reach finals.

The final was played after the Friday afternoon prayers and lunch. Batting first

the Tristar Black Team scored 109 for loss of four wickets in 8 overs. The Tristar White Team could only score 77 for loss of three wickets. Tristar Black therefore beat Tristar White by 32 runs. Tristar Black Team's batsman Mohammad Amir Latheef scored 73 not out. Even with the bad weather everyone went home happily and safely. The awardees:

Champion: Tristar Black
 Runner-up: Tristar White
 Man of the Match Final: Mohammad Amir Latheef (Tristar Black)
 Best Batsman: Mohammad Amir Latheef (Tristar Black)
 Best Bowler: Anil Kumar (Tristar Blue)
 Best All-rounder: Deepu Babukkuttan Santha (Tristar Black)



GIRISH KUMAR – A PROBLEM SOLVER



Ever since he joined Tristar in March 2007, electrical supervisor Girish Kumar has been finding solutions to any situation he has encountered.

He has supervised the electrical installation of practically all depots constructed in Sudan, South Sudan, Democratic Republic of Congo, Central African Republic and Haiti.

In every mobilization Kumar has used his knowledge and skills to lay out the entire

electrical network of a depot using basic materials that conform with International Standards. He has also ensured minimum downtime during breakdown maintenance and has provided necessary inputs for procurement of spares.

When JIG announced that refueller loading at all aviation depots should be done with a "deadman timer" Girish devised a cost-effective solution to implement the JIG recommendation.

Refuellers are aviation fuelling equipment which have electrical and pneumatic circuitry. Though not an Auto-Electrician, Girish has taken up the maintenance of such refuellers as a challenge, learned the functions, mapped them, and has done troubleshooting in some of the most complicated problems to have the refuellers up and running all the time.

TEAMWORK IN TRISTAR ON ORACLE PROJECT

On March 1 the Oracle EBS ERP went live after a five-month long re-implementation process. The objective was to upgrade the current version of ERP to the latest. The Implementation Team were led by Group CFO Marco Bachechi, IT Head Adam Lalani and Group Finance and Planning Manager Hamayun Mirza. The good teamwork among the Finance, IT and Operations teams contributed to the successful implementation of the project.



DUBAI MARATHON

More than 40 staff joined the Dubai Marathon on January 25, with two running the full 42 kilometers. It was the second time for Arundhan Alphonse who clocked in 04:40:50 while first-timer Ganesan Sundaresan finished in 05:08:43. Alphonse would later on join the RAK Half-marathon on February 8

and clocked in 01:50:22 for the 21K run. On February 22, Alphonse was the winner in the 10k category of his age bracket at the Muhaisnah Road Run with a time of 00:48:24.

DESERT SAFARI OUTING

Twenty-four Tristar drivers enjoyed the Lafarge Team Day on March 8 when they experienced dune bashing, sunset viewing, camel riding, and Tanoura and fire dancing. They were also treated with a dinner buffet.

RETIRING DRIVER

Some office and operations staff gathered at the training room to honor and thank Mohammed Rafiq Mohammed for his 18-year service in Tristar.



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