

TRISTAR WORLD

TRISTAR NEWSLETTER JAN 2020
www.tristar-group.co



"The challenges to personal wellbeing faced by workers at sea are unique to the industry, and as such require a targeted approach to ensure the welfare needs of all employees are properly taken care of."

Eugene Mayne, Group CEO



November 10, 2019

SAFETY AT SEA

One & Only Royal Mirage Hotel, Dubai



GROUP CEO MESSAGE

Let me use this opportunity to wish you all and your families a very happy and prosperous 2020.

The year has started with several global issues that could make 2020 a challenging year for business in general and we should be extra vigilant if we want to be successful this year. We are already seeing the effect of the corona virus on global shipping and while this is hopefully a short term set back my main concern is for the health and well-being of our employees and their families. I encourage you all to exercise additional care during travel and routine business meetings. Washing hands frequently with soap and water is one way of taking precaution.

As I write this message, our 2019 results are nearly done and I am pleased to advise that with all your support and hard work we are more or less on track with our plan and this is indeed a good performance against a backdrop of a general slowdown in the global and regional economy.

We have several projects lined up for 2020 and therefore there is no time to be lost in commissioning these projects.

In Duqm in Oman, we have commenced construction of a logistics base with the intention of gaining a first mover advantage as the Refinery and Port Project in Duqm picks up steam. The warehouse project will offer 3PL and 4PL services. The expansion of our presence into Duqm further strengthens our value proposition as we continue to serve the future requirements of our international oil and gas customers as well as major local companies as the flagship Duqm refinery project takes shape.

By the second half of this year, we hope to commission the first of our Shell-branded retail stations in Cochin, Kerala. This is just the start of our expansion projects in India which are planned to include petroleum storage

terminals and marine vessels and road distribution.

Also this year, our aviation fuel farm and hydrant line facility at the Entebbe International Airport in Uganda will commence services. This new state-of-the-art facility will be a non-restrictive open access system available to all Joint Inspection Group (JIG) qualified aviation fuel marketers at the airport.

The new facility will increase the airport's fuel storage materially, ultimately driving growth both for the airport and the wider Ugandan economy. As always, Tristar remains committed to delivering this project in line with our ethos of adhering to the highest international health, safety, environmental and compliance standards.

Our Coastal Shipping business has taken delivery of a 2,600 DWT Tanker which will be on long term time charter to Shell Oman. We are also looking forward to starting taking delivery of the first four of the six 25,000 DWT Chemical Tankers from Hyundai Mipo Dockyard from June this year. I am happy to announce that two of the vessels will be named after two of our fine ladies - Sheridan and Ailene - who came out as winners of the lucky draw conducted at the HQ level.

We also had another breakthrough in our Shipping Business when we successfully took over our first LNG supercarrier, the British Ruby (now renamed the Tristar Ruby), which will be on time charter to BP for the next four years.

On the digital transformation front we have kicked off our Oracle Global Integrated Solution covering our entire Operations, Warehousing and Human Capital and also integrated to our E-commerce Platform (AFALOnline.com). We aim to be a paperless organization by 2022.

I just attended the World Economic Forum Annual Meeting in Davos, Switzerland with the theme



“Stakeholders for a Cohesive and Sustainable World.”

This year's theme could not be more relevant as humanity today faces multiple and urgent challenges on an unprecedented scale when it comes to poverty, inequality and climate change. These are issues that need the action of the corporate world and the governments working together.



With Pakistan Prime Minister Imran Khan



With UNGC Executive Director Lise Kingo

Overall, Davos was an interesting experience and an opportunity to meet, hear and learn from business and world leaders alike.

In closing, I am pleased to announce the launch of a new annual initiative this year which is the Group CEO Award open to all employees to recognize individuals who go the extra mile in delivering results for the company. The award is open to all staff and carries handsome cash awards. Watch out for details.

I would also like to extend a warm welcome to all the people who have joined Tristar in 2019 and my message to you all the new joiners is: Welcome. You don't have to be better than everybody else in the company, just be the best that you could ever be.

Thank you and God bless.

Sincerely,
EUGENE MAYNE



With Port of Duqm and Tristar officials

SAFETY AT SEA INAUGURAL CONFERENCE



Tristar Group CEO Eugene Mayne urged regional ship owners to address and tackle the mental health issues facing seafarers at the inaugural Tristar 'Safety at Sea' conference held on November 10. Mayne highlighted the importance of managing the emotional wellbeing of crew at sea and addressed over 150 attendees at the One&Only Royal Mirage Hotel in Dubai.

Mayne shared the findings of the P&I Club that the rate of suicide amongst seafarers

has more than tripled since 2014. He further highlighted the report from the Sailors' Society that 26% of seafarers show signs of depression. "Nearly half of them said they had not asked anybody for help," Mayne added.

"The irony is that despite such high rates of suicide amongst seafarers, the topic of mental health is still considered to be a taboo in our industry," Mayne explained. "We need to change this mind-set as leaders in our industry and we need to

collectively pay attention to this growing trend and come together to do something about it."

The conference also covered critical topics such as preventing mooring rope failures and restricting cargo tank entry. The sessions were live streamed to over 500 seafarers in crewing centers in India and the Philippines.

As a follow up, Tristar arranged an interactive training session for 30 senior ship staff on December 10 in Mumbai, India. Participants were trained in Psychological First Aid and were shown how to be able to detect symptoms of mental distress and how to deal with those in distress. The results of the survey held immediately after the session showed very positive results.

"The intention is to hold these training sessions regularly so that more seafarers are better prepared to deal with colleagues in distress," explained Tristar Shipping COO David Pereira.

SPECIAL COMMENDATION FOR SUSTAINABILITY AT LONDON CONFERENCE



Tristar Group has received the Special Commendation for the Golden Peacock Global Award for Sustainability at the Institute of Directors, India's Annual London Global Convention on November 14 at The Montcalm Hotel.

Group CEO Eugene Mayne collected the award in the presence of the conference's distinguished business leaders and participants. The award highlights Tristar's commitment to achieving leadership in sustainability and its dedication to managing the business to the highest health, safety, environmental and compliance standards.

Mayne commented: "Tristar Group is delighted to have been awarded the Special Commendation for the Golden Peacock

Global Award for Sustainability. We have always been devoted to holding ourselves to the highest sustainability standards, and this is a commitment we uphold wherever we operate. We are extremely proud of this recognition, which is a reflection of our purpose to build a sustainable business."

The Golden Peacock Awards, established by the Institute of Directors, India in 1991, are regarded as a benchmark of Global Corporate Excellence. The awards celebrate the companies leading in the areas of Leadership, Corporate Governance and Sustainability, and intend to improve overall performance standards and recognize the achievements of the best performing organizations.

Mayne gave a Special Address at the convention opening on November 13 held at the House of Lords. He was also a speaker at the plenary session on sustainability held on November 14 where he joined a panel of industry leaders who discussed the importance of sustainability in relation to the 17 UN Sustainable Development Goals.

Tristar's commitment to sustainability spans across care of the planet and environment, to ensuring the wellbeing of its employees and the communities the company engages with. Tristar's pursuit of being a 'Business for Purpose' means ensuring that the Company makes a positive impact across its operations and is central to the Company's operations and identity. This ethos embraces the Company's long-held determination to operate in a manner that is transparent, safe, and sustainable.

BUSINESS CANNOT SURVIVE WITHOUT PEOPLE



Tristar was established not only to provide safe operations in over 20 countries and territories, but also to build a sustainable business that contributes positively to communities, says Eugene Mayne, Group CEO, Tristar.

Speaking during the Leaders in Logistics Summit 2019 held on November 26, Mayne, during his Business for Purpose presentation, highlighted some of the key challenges facing the world from a socio-economic perspective and said businesses need to exist for a greater purpose rather than just profit.

Tristar is built on the foundation of 'Business for Purpose' and is guided by an Environmental, Social and Governance (ESG) framework, he said.

"Business leaders should support the 10 Principles of the UN Global Compact (UNGC), 'not just by lip service but by action'. The 10 Principles cover four areas related to human rights, labor, environment and anti-corruption and directly contribute to the 17 Sustainable Development Goals (SDGs)," he said.

The SDGs are a set of economic, social and environmental goals ratified by 193 countries, including UAE at the UN in September 2015 which aim to 'end all form of poverty, fight inequalities and tackle climate change' by 2030.

"Business cannot survive in a world in which people don't and everyone deserves access to clean air and water, and a sustainable economy," added Mayne. "Business leaders have to respect the 10 Principles of the UN Global Compact. The UAE has launched 17 sustainable development goals. We must achieve

these goals for our own sake and for future generations. Inequality, environmental sustainability, gender equality, these are some of the key issues to create a better world."

To underscore his point, Mayne highlighted a shocking statistic. The global population will be 10 billion by 2030, but 1 billion currently go to bed hungry, while 30% of all food produced globally is wasted.

"Inequality is creating unrest all over the world, and one of the major causes is tax evasion. The gap between rich and poor is widening," he said.

"This inequality is seen in the logistics sector as well. Road safety is a major concern for our industry, and while high-income countries have seen a significant reduction in road deaths, low income countries have not," says Mayne.

"We need to be responsible for road safety not just within our own organizations, but with our partners as well, particularly the third parties we work with globally."

(Reprinted from www.logisticsmiddleeast.com posted on November 27)

TRISTAR GROUP JOINS THE MIDDLE EAST GASES ASSOCIATION



Tristar Group has joined the Middle East Gases Association (MEGA) of which it will be the very first Category 4 member. Tristar will actively participate in three of MEGA's working groups, namely, Transport, Safety and Environment.

Through its membership of MEGA, a safety and technically oriented non-profit organization, Tristar has demonstrated its commitment to achieving the highest levels of safety and environmental care in handling of industrial gases.

Group CEO Eugene Mayne said: "We are delighted to have been admitted as a member of MEGA, and we look forward to collaborating with other businesses in the industry to improve technical standards and safety practices. We are committed to managing our business to the highest health, safety, environmental and compliance standards and relish the opportunity to work with other knowledgeable businesses in this space."

To further raise its profile in the gas sector, Tristar participated at the MENA Industrial Gas Conference 2019 as an exhibitor. Held at the Hilton Dubai Al Habtoor City from December 9 to 11, Tristar showcased its cryogenic logistics services such as transporting cryogenic liquids for global industrial gas companies in the GCC and owning and leasing of cryogenic tanks and tankers.

SUPPORTING GOLF



Tristar is co-sponsoring the 2019/2020 Season of the Indian Golfers Society (IGS). The society is based in the UAE and currently has a membership of over 140, comprising of high net worth individuals, professionals and senior executives. Shown in photo are players at Hole No. 13 at the Dubai Creek Golf & Yacht Club last October 24. The new season has five tournaments in different golf clubs in Dubai with the last one to be held at Emirates Golf Club on March 26.

Tristar has also been supporting for the past years the Paralyzed Veterans Golf Open (PVGGO) charity event held annually in the US Mainland. The tournament supports the Paralyzed Veterans of America's Paving Access for Veterans Employment (PAVE) program. Tristar was the only company to sponsor the first golf tournament in Khartoum, Sudan, on October 16, 2009 where more than 100 individuals participated.

FINANCE FORUM YEAR 2



The 2nd Global Finance Forum was held on October 27 to 29 with the participation of more than 40 staff from 14 countries. It was held at the Sofitel Dubai Jumeirah Beach Hotel.

The first day morning session was opened by then Group CFO Marco Bachechi who provided a general overview of the company's financial situation, ongoing processes and future vision. Deputy Group CFO Niteese Lenton followed by facilitating an icebreaker where everyone introduced themselves by showing emoticons and other images on a piece of paper that

best describe them. Lenton showed her 'profile' on the screen which revealed her educational and work background and passions like running.

The afternoon session was dedicated to 2020 Budget review of the four business verticals, i.e. Road Transport and Warehousing, Shipping, Fuel Farm, and Fuels.

The second day was dedicated on Finance Policy which was conducted through round table discussions. The items were Budgeting and Reporting, Fixed Assets and

Inventory, Cash Management and Treasury, and Accounts Receivable and Payable. Before the day was closed a team building session was facilitated by a third party to demonstrate the importance of working together as a team.

Tristar's external auditors E&Y addressed the participants in the morning of the last day which then led to discussions on Audit Preparation. Lenton closed the three-day event by guiding everyone what the Finance Department will be doing to close-out 2019 and 2020 outlook.



HUMANITARIAN LOGISTICS CONFERENCE IN AFRICA

Tristar Group Director for Business Development Karl Mason was one of the speakers at the Annual General Assembly of the Humanitarian Logistics Association (HLA) last October 1 in Nairobi, Kenya.

With the theme 'Enhancing public and private sector engagement in Humanitarian Logistics – shaping the next decade', Mason pointed out that there was a clear difference between commercial logistics and humanitarian logistics when he highlighted Tristar's long record of operations with the humanitarian community in Africa.

He also emphasized the need to have ready-to-deploy personnel with the

capacity for rapid response to disaster/emergencies. "Work smarter, not harder, with what you have. Leverage technology to get the most from donor money," Mason added.

The HLA is a UK-based non-profit, international membership association for humanitarian logistics professionals and organizations that respond to take relief to and create infrastructure for those affected by global emergencies.

"I am writing to thank you and the Tristar team for sponsoring our recent event in Nairobi. It was a great pleasure to host Karl at the event. He made an excellent



presentation that was very well received," said George Fenton, Chief Executive of HLA, in his email to Tristar Group CEO Eugene Mayne.

LOGISTICS CLUSTER TRAINING SESSIONS ON WAREHOUSE SAFETY



Tristar South Sudan conducted Warehouse Safety trainings for 107 participants from 53 humanitarian organizations in three locations - Bentiu, Juba, Rumbek - across the country in 2019. The sessions were coordinated by the Logistics Cluster.

The Logistics Cluster is a global community

of partners actively working to overcome logistics constraints, develop and share best practices and solutions. It is responsible for coordination, Information Management, and for facilitating access to common logistics services to ensure an effective and efficient logistics response takes place in humanitarian emergency missions.

Because of its expertise in humanitarian logistics and its field capacity, the United Nations World Food Programme (WFP) was chosen by the UN Inter-Agency Standing Committee (IASC) to be the lead agency of the Logistics Cluster. In this role, when necessary, WFP acts as a provider of last resort offering common logistics services,

to all humanitarian responders.

Tristar South Sudan Aviation Operations Manager Mesfin Woghe facilitated the trainings. "For Tristar, as a fuel logistics provider, health and safety are an integral part of any activity. Through delivery of the warehouse safety training for the Logistics Cluster partners, I realized that similar safety hazards exist in the humanitarian operations, while any injury or equipment damage can be averted by using the techniques and best practices developed at Tristar. It was a great pleasure to share our experience and expertise, hopefully providing value to their important work, which is saving lives in South Sudan," he expressed.

AFAL LAUNCHES ONLINE PORTAL AT ANNUAL RESELLER CONFERENCE



Africa Fuels & Lubricants Ltd (AFAL) launched the online portal www.afalonline.com at the AFAL Annual Reseller Conference on December 13 at the Safari Park Hotel in Nairobi, Kenya. The portal is for the B2B and B2C market that will

be used to digitize the ordering and purchasing process of Caltex lubricants.

"Customers will now be able to place their orders, check stocks and credit limits from the comfort of their home or office

using only their smart phones or personal computers," said AFAL General Manager Abhijit Sarmah who demonstrated the workings of the platform.

The one-day conference brought together over 60 participants who were updated on the 2020 business strategies, on the measures to reduce cases of counterfeit Caltex products in the market, and on the plans to invest in e-marketing.

The best performing resellers were also awarded with KG Motorcycles receiving the grand prize of a fully paid trip for two to Dubai.

TRISTAR ADDS LNG TANKER TO ITS FLEET



Tristar Group is pleased to announce the recent delivery of the Liquefied Natural Gas (LNG) Tanker, Tristar Ruby, to its shipping fleet. Formerly known as the British Ruby, the tanker will be the first LNG vessel to be added to the Tristar fleet of 30 ocean-going tankers. The Tristar Ruby will be on long-term time charter with BP Shipping.

The vessel was built by Hyundai Heavy Industries in 2008 and has a cargo carriage capacity of 155,000 cubic metres. She has been chartered by BP Shipping since delivery and trades worldwide. She will be technically managed by Wilhelmsen Ship Management and commercially operated by Tristar.

Tristar Group CEO Eugene Mayne commented: "As a group, we are extremely excited with this new opportunity to expand our presence into LNG shipping and look forward to strengthening and growing this new relationship with BP with a strong commitment to safety in operations and high standards of service and excellence."

SHIP OPERATOR OF THE YEAR



Tristar received the Ship Operator of the Year Award at the Lloyd's List South Asia, Middle East & Africa Awards 2019 held on November 20 at Jumeirah Beach Hotel in Dubai.

According to the organizers, the awards are part of the Lloyd's List Excellence in Shipping Awards – the industry's flagship awards programme that recognizes and rewards excellence across all sectors of maritime.

Tristar was recognized for its "exceptional performance in ship operations and chartering." The award criteria stated that "the business that has best responded to the changing commercial and regulatory landscape through new ocean shipping configurations and port pairings, simplified booking and documentation processes, action to reduce ship pollution and other innovations that have made the supply chain more efficient."

Tristar Shipping CEO Chris Peters accepted the award on behalf of Group CEO Eugene Mayne and the Tristar Family.

SHIPPING SAFETY DAY 2019



Tristar Shipping conducted its Annual Safety Day on December 9 and 10 at Port of Fujairah and Sohar PORT and Freezone, respectively.

The Fujairah event was attended by representatives from Shell, BP, Synergy, FML, and Port of Fujairah who were welcomed by the Management Team of Tristar Shipping.

"Being one of the leading private shipping companies, we actively promote team building practices which aim to improve the safety awareness, knowledge and performance of our floating staff," explained Tristar Shipping Fleet Manager Henri B. de Gersigny.

Related topics were discussed during a forum such as Enclosed Space Entry, Mental Health, Identifying Near Misses,

Weak Signals, as well as General Safety in port and onboard the vessels.

De Gersigny added: "This is an ideal platform for all Crew to highlight any concerns with Vessels Managers, Port Officials, Charterers as well as with us, Owners Tristar Shipping." He also said it was a fruitful event with active participation from the Crew and Managers.

The event was followed by Tristar Shipping CEO Chris Peters carrying out a visit onboard Tristar Glory where he commended the staff for their efforts in managing the vessel safety and efficiently, all the time.

Peters reiterated that Tristar's most important resource is its employees and their Health & Safety are our top priorities.



CSR ROUND UP -1



‘FOR OUR EMIRATES WE PLANT’

On December 19, Tristar Group participated in the Emirates Environmental Group’s (EEG) initiative ‘For Our Emirates We Plant’ at Sidra nature reserve in Ras Al Khaimah and Al Qudra Lakes in Dubai. Volunteers from Tricore, Muhammad Haseeb and Nithin Rai, and the CSR Planet team, Ashwatha Mahesh, Jeethan Noronha, and Nazeef Siddiqui, represented Tristar and planted a total of 36 native Sidra and Ghaf trees at the two locations. The Sidra tree is a strong, long-standing and evergreen indigenous tree with medicinal values and flowers known to attract and provide for bees. The Ghaf tree, UAE’s national tree, is a drought-tolerant evergreen with cultural and environmental significance. Tristar qualified for the 36 trees by collecting 3,558 kilograms of plastic materials and 3,280 kilograms of paper for recycling, which are more than the set targets of the ‘One Root One Community’ campaign conducted by EEG.



TRISTAR SHARES GREEN BUILDING BEST PRACTICES AT DUBAI CHAMBER

A seminar on Green Building Best Practices was organized by the Center for Responsible Business of Dubai Chamber on October 22. It featured case studies and presentations from Tristar Group, Transguard Group, Serco Middle East and Veolia Middle East, which shed light on recent projects undertaken by them to reduce their environmental footprint. Ashwatha Mahesh, Tristar Assistant Manager for CSR & Sustainability stressed the importance of shifting towards clean energy and recycling materials to reduce the amount of waste going to landfills, in addition to monitoring indoor air quality – all of which are best practices that Tristar is implementing at its warehouses.



EXTERNAL STAKEHOLDERS WORKSHOP

Tristar conducted an external stakeholders workshop on November 25 at the Head Office. The workshop was designed to facilitate discussions around global sustainability commitments and Tristar’s sustainability strategy and initiatives, as well as to obtain stakeholders’ feedback. Twenty-six external stakeholders representing customers, suppliers, associations, and NGOs attended and provided their valuable inputs during the workshop. An internal stakeholders survey to conduct a materiality assessment was also held separately.



WORLD HEART DAY

Tristar celebrated World Heart Day on September 29 by introducing a wellness program in the form of a Dance Fitness Session held at the Head Office Training Room. Then in the whole month of October every Tuesday starting October, 8, the fitness sessions continued after working hours with employees dancing to fast tunes under the guidance of a professional dance instructor to engage employees and raise awareness on leading an active lifestyle.



DIABETES WALK

Tristar staff participated in the Beat Diabetes Walk on November 15 for the second consecutive year to showcase the company’s support for diabetes awareness and pledging to lead an active and healthier lifestyle. The 15 employees completed a 3 km walk around Zabeel Park in Dubai joining over 20,000 people. The proceeds from the registration fee were donated by the organizers to the initiatives of Al Jalila Foundation on diabetes research, awareness and cure.

CSR ROUND UP -2



GUAM VOLUNTEERS

More than 20 Tristar Guam volunteers participated in the 25th Annual Guam International Coastal Cleanup on September 21. They also joined in the Annual United Plane Pull on September 14 with proceeds contributing towards cancer care and research. Another set of volunteers along with their families gave their time at a local soup kitchen as part of giving back to the community on November 20. Some volunteers also donated toys to the Marines "Toys-for-Tots" Program to help the less fortunate during the Christmas holiday season.



FOOTBALL TOURNAMENT IN SOMALIA

Tristar organized a Soccer Tournament among four teams from November 23 to December 7 in Mogadishu as a stakeholders and employee engagement activity. The teams were from Tristar, sub-contractors and the local community closely associated with Tristar operations. There were two categories held: Group Match and Drop Out Match. Tristar won first place in the Group Match and eventually the Tournament Cup. The Tristar players were motivated and highly enthusiastic to have participated with their peers and stakeholders.



DONATION OF FOOTBALL KITS

Tristar South Sudan presented football kits to the young football teams of Ibba County, Maridi State. Country Manager Ravneesh Aujla handed over the football team kits on December 13 to Member of Parliament Bagboro Bethuel Richard of the Maridi State Legislative Assembly. Tristar has been supporting the South Sudan National Football team since 2018 through sponsorship of the foreign coach and team jerseys. Tristar continuously engages with the South Sudan community and the youth in particular since sports is an excellent way of motivating young people.



WORLD FOOD DAY

In celebration of World Food Day on October 16, Tristar Central African Republic (CAR) expanded its food crop garden at the backyard of its main office site while some staff harvested crops from existing plots and shared the produce with local workers. Tristar UAE also celebrated World Food Day by encouraging staff to grow vegetables on the rooftop garden of the Head Office. The 'farmers' are now harvesting their vegetables and eating them at their respective homes. They have planted and harvested radish, pumpkin and edible flowers.

GCEO SHARES INTERNATIONAL BEST PRACTICES



Tristar Group CEO Eugene Mayne shared the company's international best practices on road safety at the RoSPA Health and Safety Excellence Forum held at the Waldorf Astoria Financial Centre Dubai on October 21.

Tristar is a 10-time RoSPA Gold Award winner for always achieving a very high level of performance in health and safety management systems and culture. Tristar has partnered with RoSPA in its Road Safety Awareness campaigns since 2014 in the UAE, Oman and recently in Saudi Arabia.

RTA SCHOOL CHILDREN ROAD SAFETY



Tristar partnered with the Traffic Department of the Roads and Transport Authority (RTA) in organizing a school children road safety awareness campaign on the occasion of the 48th UAE National Day. The RTA distributed 1,000 posters to 173 schools in Dubai and gave away to young students from 30 schools 10,000 car air freshener kits with this safety message addressed to parents: "We celebrate with love accompanied by safety."

A program was held at the Dubai Modern School on November 26 with representatives



from the Ministry of Interior, Dubai Police and RTA. Tristar arranged a 'Kids Traffic Arena' where 10 children in a given time can 'drive around' in pedal cars and are taught traffic rules like stopping before a pedestrian crossing and wearing seat belt all the time. The video production of the event was posted on RTA's social media platforms. The idea of the campaign is for the school children to remind their parents who drive that "being committed to road safety is a convenient way to express love to us as children and our great homeland UAE."

HSE CHAMPION TRAINING



Tristar Group HSEQ & Sustainability Manager M.S. Sridhar conducted an HSE Champion Training for 13 key line supervisors based in various locations in UAE last December 28. The objective of the training was to create more HSE leaders who are directly influencing the workforce on day-in and day-out basis between the management and ground staff. The training covered Lead Safety and Role of HSE Champions, Enforcement

of HSEQ and Sustainability Policies, Risk Identification and Management, Permit to Work System, Incident and Emergency Management, Measuring Proactive and Reactive Performance, Disciplinary Actions and Rewards, and the sustainability strategy and practices of the group. The same module will be cascaded to other locations across the global network through the respective HSEQ staff.

ISO SURVEILLANCE AUDIT



The second surveillance audit to Tristar's Integrated Management System (IMS) for the ISO standards ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 conducted by DNV GL was completed successfully in November. The 10 man-days audit happened in four different sites, including Tristar Head Office, within the scope of certification which Tristar maintained.

LIFE IS NOT A CAR PART



The last Quarterly Safety Meeting for 2019 which was held on November 15 at the DulSCO Events Arena in Al Quoz, Dubai, coincided with World Day of Remembrance

for Road Traffic Victims (November 17) Group HSEQ & Sustainability Manager M.S. Sridhar explained the 2019 theme 'Life is not a car part' Tristar. Guest speakers were from customers Shell (Ali Al-Rahbi), Total (Mahesh Krishna Sankarlal), and DOW Chemical (S.K. Yeoh and Hasso Marggraff) who presented about driver behavior and fatigue management, safe driving techniques, and transport safety, respectively. A number of drivers were rewarded for using their Stop Work Card and for qualifying under the Drivers' Professional League.

CDI-T ASSESSMENT



Tristar's Chemical Terminal inside Jebel Ali Free Zone is a member of Chemical Distribution Institute-Terminal (CDI-T) and was recently assessed by CDT-T assessors on its commitment to Responsible Care and compliance with the Chemical Supply Chain's Sustainability Triangle. Tristar Chemical Terminal can be found as 'Tristar Transport LLC (branch) (T)' in CDI T member's list.

ANNUAL STAFF PARTY

By Sanjit Roy, Administration Manager



The Tristar Annual Staff Party was held on December 13 at Caesars Palace, Bluewaters Island – Dubai. About 360 staff along with their families attended the event. The children had a play area which was decorated with a lot of balloons, cartoon characters and festive items. Almost 100 of them enjoyed several activities like face painting, art crafts and interactive games. The entire ballroom was decorated with so many Christmas trees, a sleigh, and a sofa set-up which served as the photo booth backdrop.

The event started with Christmas Carols and then Santa Claus entered the ballroom with all the children who danced and waved at their parents. They went back to the Kids Play Area where they were handed individual gifts from Santa and each had his or her photo taken with Santa.

Group CEO, Mr. Eugene Mayne, gave his annual yearend speech where he highlighted the group’s major achievements in 2019 and mentioned some future plans for 2020. He thanked and appreciated every employee for all their dedication and hard work. After Mr. Mayne’s speech, employees who had worked in Tristar for 15 and 20 years were given the Long Service Award. The company awards long serving employees every year to recognize their commitment and loyalty.

Everyone enjoyed the evening dancing to the music arranged by a DJ and also performed by a Live Band. More than 100 staff brought home gifts being the lucky winners of the raffle session. As usual, it was a memorable evening where the staff and family members had a great time. By the way, we also hired a magician who performed before several groups.



MY EXPERIENCE AS A DEBATER

By TM Naveen Krishnan



The journey in Toastmasters has always been fun and knowledgeable. On December 13, we participated at the annual Inter Club Debate Contest (ICDC) with 23 other clubs. The team was composed of myself as Opening Speaker, TM Rajkumar Biswas as Rebutter, and TM Syed Irfan as Summarizer. MTM Reesha Mendonca was a back-up.

Our first topic was 'Space exploration is a waste of money' and our position was in the affirmative. The second round was against the topic 'Education is the only key to success'. I gave an energetic opening followed by Raj's power-packed and hilarious rebuttals which gave us an extra edge, then both our speeches were very well summarized by Irfan with a bang. These led us to victory from the semifinals to finals.

The top six teams got through to the finals including, of course, Tristar Toastmasters Club. The last topic was 'Having children brings marriage life to a halt' and we were for the motion. We changed the speaking order instead of me Irfan did the opening speech and I summarized. We were the runners-up but we learned new things and we have many good memories from the event.

A special credit to our president TM Jayesh Menon who always gave us a push when needed and to DTM Balaji Nagabhushan for his guidance and mentoring. Our sincere gratitude to Mr. Eugene Mayne who made everything possible with his continuous support and love for his employees' growth and to Toastmasters.



MOBILE DEVICE SECURITY AWARENESS TRAINING

The IT Team is conducting a series of training sessions at the Staff Accommodation to improve the awareness and skills level of the ground staff on the use of mobile devices. IT Manager Prasad KM discussed 'Mobile Device Security Awareness' and 'GPS navigation with Google Maps - Tips and Tricks' on January 3 and 10, respectively. The trainings are empowering participants with knowledge on the efficient use of smartphone applications without compromising their personal information.



BOWLING FELLOWSHIP IN DUBAI

About 65 staff along with their families played Bowling on October 19 at the Dubai International Bowling Center. According to Administration Manager Sanjit Roy, bowling encourages team building as team members encourage each other thus building interpersonal relationships that can be transferable to the office.



TUG OF WAR

The Tristar 'Tug of War' Team reached the quarterfinals of the DP World Sports Championship by beating five teams. DP World organized the multidiscipline inter-company sports championship which was open to all its business partners and Jebel Ali Free Zone companies.



TEAM BUILDING IN GUAM

Tristar Guam had their final team building for 2019 on October 11 at the Ypao Beach Park in Tumon, Guam, where they had volleyball, tug of war and water balloon activities. Days after the staff had a Diwali themed lunch buffet in celebration of the Festival of Lights.



RETIRING DRIVER

Franklin Garcia Ortonia has retired as Heavy Duty Driver and will go back to the Philippines to be reunited with his family. Best wishes Franklin.

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