

TRISTAR WORLD

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January 2022



TEAM WORK

PRESENT IN ALL TRISTAR
OPERATIONS IN OVER
21 COUNTRIES AND TERRITORIES





**HAPPY
NEW YEAR
EVERYONE.**

I would like to use this opportunity to extend my best wishes to each one of you and your families. Needless to say it is also important for us all to take care of our health and continue to respect all the Covid protocols being rolled out by the governments as this pandemic continues to evolve.

On the business front I am pleased to advise that we have had a good performance in 2021 with our group registering an EBITDA growth of 30% over 2020 and very much in line with our forecasted numbers. Of course, 2021 is now history and we need to look forward and focus on our performance for the year 2022.

With the loss of 2 major turnkey fuel contracts in CAR and Somalia I expect an uphill task to exceed our budgeted numbers but, fingers crossed, we should be able to make up the loss of the turnkey fuel contracts with some targeted M&A opportunities this year. While we lost out on CAR and Somalia we were successful in renewing a much larger Mali contract for a further period of 5 years.

Here in the UAE, we hope to continue our road transport business on the back of the M Project, an ADNOC subcontract for movement of excavated rock material on a strategic project, which we secured last year and expected to continue for the full year 2022. This coupled with an M&A transaction for ISO tank movements within the GCC and export markets should see a reasonable performance in this segment.

Our Maritime Logistics had another record year with revenue US\$140m up \$10m from 2020; EBITDA \$70m up from \$65m in 2020; and Net Profit \$12m up from \$7.8m in 2020. In addition our successful 'Safety at Sea' conference, hosted at the World Expo 2020, was very well received with an online audience of more than 2,000 attendees and other guests who were able to make the event in person. As most of you may be aware 2021 was a record year for the global container and dry bulk shipping trade and we were fortunate to see some of this windfall with our own dry bulk vessels.

Our Fuels business will experience some setback in 2022 due to the loss of 2 turnkey fuel contracts, but I am confident that we will recover from this setback with the potential turnkey fuel opportunities expected to be floated this year. In our recent debrief with the United Nations procurement team in New York they openly conveyed their disappointment at Tristar losing out in the best and final offer and reiterated that Tristar is an outstanding partner and continues to be the number fuel contractor for the United Nations.

Some milestones achieved in our Fuel Farm business. We have successfully commissioned the new and modern Common User Aviation Fuel Farm and the new Cargo Terminal Apron Fuel Hydrant pipeline facilities at the Entebbe International Airport in Uganda. The Guam Power Authority contracted us for USD9 million to clean and refurbish bulk fuel tanks, while the Port Authority of Guam awarded us a 5-year contract to manage and operate the F1 dock.

Here in the UAE our Chemical Terminal inside JAFZA has expanded its storage capacity for additional chemicals, solvents and petro-chemicals. The terminal will also be able to receive bulk chemicals from ship and store in the 10 new above ground tanks.

As we go to the press we are working on two M&A fuel storage opportunities and fingers crossed, if we are successful in both, one could be a major opportunity which would add several more countries to our global portfolio of Global Assets. Stay tuned for the good news.

For those of you who have not yet had the opportunity to see our success story and our vision displayed to an international audience the World Expo 2020, please don't miss when we resume our Video and Interactive screens at the Indian Pavilion this February. In the meantime, please share with your respective families, relatives and friends our video production posted on our corporate website – www.tristar-group.co.

In closing I will not be doing justice to our Business Excellence team and to each one of you for the prestigious awards that came our way in 2021 where we were the proud winners of major awards for Quality and Business Excellence - Mohammed Bin Rashid Al Maktoum Business Award, Sheikh Khalifa Excellence Award, Seatrade Maritime CSR Award, ROSPA Gold Award, IOD Golden Peacock Award for CSR, Commercial Vehicle Workshop of the Year Award, and Taqdeer Award for companies creating and maintaining world-class working conditions.

Thank you for your continued loyalty and contribution to Tristar.

Stay Safe and Stay Happy.

EUGENE MAYNE

THIRD 'SAFETY AT SEA' CONFERENCE HELD ON DECEMBER 8; MARITIME INDUSTRY GIVES CSR AWARD TO TRISTAR ON DECEMBER 13

Participants at the 3rd Annual Tristar 'Safety at Sea' Conference held on December 8 were asked to 'work collectively as a team to continue to lobby, at all levels, for the welfare of all seafarers'. This was the message of Tristar Group CEO Eugene Mayne when he opened the event at the Indian Pavilion at Expo 2020 Dubai.

The hybrid event was attended by leaders of the maritime industry, seafarers both ashore and on board, including members of various bodies such as Nautical Institute, Institute of Marine Engineers, Institute of Marine Surveyors, Institute of Chartered Shipbrokers, and IACS Class Societies and Flag Authorities.

Mr. Mayne mentioned in his opening speech the situation of seafarers: "Global shipping depends on more than one million seafarers and, therefore, we must continue to lobby with governments and other stakeholders for a broader recognition of seafarers as key workers to enable them overcome issues of travel bans, embarkation and disembarkation restrictions or suspension of travel documents all of which have severely strained working conditions in the global shipping sector."



The main speakers were Cerian Mellor, Seafarer Wellbeing Programme Coordinator at Shell; Andy Bowerman, Regional Director for Middle East & South Asia at The Mission to Seafarers; Manit Chander, HiLo Maritime Risk Management CEO; Joy Basu, SmartShip CEO; and Sanjay Verma, Decarbonization Solutions at Wartsila. They also participated in a panel discussion after their respective presentations.

Tristar is a signatory to the Neptune Declaration on Seafarer Wellbeing and Crew Change. Signed by more than 850 companies and organizations, the declaration recognizes the shared responsibility of stakeholders to prioritize health and well-being of seafarers and ensure a resilient supply chain.

The Neptune Declaration was discussed and most of the panelists agreed that not much had been done to actually achieve its objectives. A question from the audience was raised on how the conference would ensure action would be achieved. Then Chris Kirton, V.Group Managing Director of International Tanker Management (ITM), who was one of the panelists in the first session, volunteered: "I make a commitment on behalf of V. Group to take this forward with the Neptune Declaration, I am happy to do this."

The sessions were live streamed on YouTube and had 1,600 viewers, of which around 100 officers and crew members were from various Tristar vessels and around 200 cadets from the Training Ship Rahman.

The 'Safety at Sea' initiatives looking after the health and well-being of seafarers were recognized by the Maritime Industry in the Middle East, Indian Subcontinent and Africa during the Seatrade Maritime Awards on December 13. Mr. Mayne received the Corporate Social Responsibility (CSR) Award from Mr. Bowerman.

The 'Safety at Sea' event, launched in November 2019, has also been awarded by the Arabia CSR Network in October 2020 under the Partnerships and Collaborations category. The awards body recognized Tristar for openly addressing the topic of mental health among seafarers and for establishing a dedicated helpline even before the global pandemic was declared on March 11, 2020.

BLENDING OF CALTEX LUBRICANTS BY AFAL



AFAL Manufacturing Limited (AML) of the Tristar Group has officially launched the local blending of Caltex lubricants in East Africa on October 14. The launch follows the signing of a long-term license agreement with Chevron Brands International LLC (Chevron) encompassing production, distribution, and marketing of Caltex™ lubricants in Kenya, Uganda, Tanzania, Rwanda, Burundi and Democratic Republic of the Congo (DRC). This move is timely as Caltex has had a long-term presence in Africa and the region is one of the fastest developing markets in the world with demand for premium lubricants growing at a healthy pace.

Kenyan government official Eric Simiyu Wafukho, Chief Administrative Secretary, National Treasury and Planning, attended the launch event in Nairobi with Rochna Kaul, Chevron Vice President, Europe, Africa, Middle East, South Asia Sales & Global Marine and Tristar Kenya General Manager Abhijit Sarmah.

“The move to local manufacturing in Nairobi is a step in the right direction for our relationship with Chevron, which started in 2013 with a distribution agreement covering the imported Caltex Delo and Havoline brands in Kenya and several East African countries through our subsidiary Africa Fuels & Lubricants Limited (AFAL). We are confident that through local manufacturing we will add value to enable us to take the Caltex lubricants brand to a strong market position by supplying high quality lubricants backed by competitive prices and service. With more than 8 years of local market knowledge, we are confident that there is a growing need for high quality lubricants in the region and we



are extremely pleased with this move to be able to sell and distribute locally manufactured, cutting edge Caltex lubricants,” said **Tristar Group CEO Eugene Mayne.**

According to available statistics, the market for lubricants in the region is expected to grow at a compound annual growth rate (CAGR) of more than 3% in the next 4-5 years, though the effect of COVID-19 may impact expected growth.

“The flagship Caltex lubricants that will be blended locally are Havoline® and Delo® engine oils. For more than a century, people have relied on Caltex Havoline advanced motor oil technology to continuously protect their engines against premature wear. Havoline motor oils with Deposit Shield technology feature an advanced formulation that protects your engine from harmful deposits, protects engine performance and maximizes fuel economy to protect the environment. Not to be outdone, Caltex Delo has been delivering advanced engine protection for over 80 years – going further since 1935, with a history of technological firsts and innovation. Caltex Delo advanced products are designed to deliver high-level engine and transmission protection with optimized fuel economy, for improved running costs, less downtime, and helps to save money.” said **Douglas Rankine, GM Middle East & Africa - Fuels & Lubricants.** “As part of this new relationship with AML, Chevron is excited to grow the Caltex brand across Eastern Africa and will continue to explore future growth opportunities in new and existing markets.”

TRISTAR AT EXPO 2020 DUBAI



Tristar Group CEO Eugene Mayne inaugurated the Tristar Video and Interactive screens on the third floor of the Indian Pavilion at Expo 2020 Dubai on December 1. The third floor has been designated by the Federation of Indian Chambers of Commerce & Industry (FICCI) exclusively for Indian-owned conglomerates in India and in the UAE to showcase their products, services and community projects. Tristar is one of the corporate sponsors of the Indian Pavilion. Consul General Dr. Aman Puri witnessed the signing between Mr. Mayne and officers of FICCI on September 23 at the Indian Consulate.

“We have immense pleasure to announce our partnership and presence at Expo 2020 with FICCI and the Indian Pavilion. This is a tremendous occasion and it will help us showcase our company and business operations to the World Expo audience. This will also be an opportunity for us to enhance our global network of business associates and make new acquaintances. We look forward to actively participate in this global event being held at our doorstep where companies such as Tristar, founded in the UAE, have a platform to exhibit to an international audience a testimony of successful bilateral trade and business stories between the two countries,” said Mr. Mayne.

With Mr. Mayne on December 1 were Tristar Group CAO Balaji Nagabhushan and Arthur Los Banos of Corporate Communications, Adela Elago of HR, and KM Prasad and Jayesh Menon of IT, who also manned the screens throughout the UAE National Day holidays. They entertained visitors who wanted to know more about

the company’s integrated energy logistics operations in 21 countries and territories across three continents. Other volunteers from December 2 to 7 were Anil Parri of Fuels, Arundhan Alphonse of Operations, Khushnuma Hassan of Business Excellence, Zaheer Ul Haq Abbasi of HSE, and Aurabelle Dian of Warehousing.

“We encourage you to post your visit on Instagram and please tag @tristarexpo2020. Or send your pictures or video clips to racheal.xavier@tristar-group.co and she will upload on the tristarexpo2020 account. Please also check this microsite <https://tristarexpo2020.tristar-group.co/> to see the latest posts such as the November 19 Fun Run,” relayed Mr. Nagabhushan in an email to all UAE-based employees on November 29.

More than a 100 staff, some with their families, participated at the 3K, 5K and 10K Expo 2020 Dubai Run on November 19. They were treated with breakfast and then a tour of the Indian Pavilion.

On UAE National Day on December 2, it was the turn of 150 ground staff to visit the Indian Pavilion. They were also treated with lunch and then were welcomed by Parri, Alphonse, Prasad and Elago at the video and interactive screens kiosk.

Earlier, on November 5, ground staff Prashanth Acharya of Jafza South Facility, performed a song number outside the pavilion together with the semifinalists and finalists of the Smart Idol 2021 Song & Dance Contest. The event was organized by SmartLife Foundation, a not-for-profit organization working for the betterment of blue collar workers.



Then on November 28, Mr. Mayne participated at the Elevate III platform organized by the Indian Pavilion. Elevate started as a platform to showcase 500 startups from India over the course of five months at the Innovation Hub outside the Indian pavilion. "It is an opportunity for them [startups] to articulate

their vision. I think the whole thing for us when we look as an investor is money, but I want to see somebody articulating their vision and how passionate they are, how are they what did they plan to do," said Mr. Mayne as quoted by Gulf News.

TRISTAR GOLDSTAR CONTEST



The annual road safety awareness campaign in the UAE where safe drivers are rewarded with cash was held from November 1 to 3. The 'Tristar Goldstar Contest' handed Dhs1,000 each to 30 drivers of heavy and light vehicles for their focus on safe driving, and to motorbike, bicycle and scooter riders for adhering to traffic rules.

Officials from the Traffic Awareness Section of the Roads and Transport Authority (RTA) and Dubai Police randomly choose the winners at various districts in Dubai. Tristar Group CEO

Eugene Mayne joined on November 2 and awarded two heavy duty truck drivers flagged down along Mohammed Bin Zayed Road near Dubai Industrial City.

"There are tremendous efforts put in by the Government in ensuring that we have a spectacular road infrastructure in the UAE. Powerful road safety awareness campaigns will help in making the best use of these facilities. We congratulate each winner of the Tristar Goldstar Contest and hope that they set a greater example to other motorists," said Mr. Mayne.

The 'Tristar Goldstar Contest' was supported by BMW AGMC, Gulf News and Channel4 radio station. The annual road safety initiative is the flagship event of Ciel Events and Marketing. "Road safety has been gaining traction over the years and has far reaching implications not just for drivers and the road system but has a definite influence on sustainability. A reduction in road accidents also has a positive impact on the economy with reduced number of road accidents," explained Roshanara Sait of Ciel.

INTER-BUSINESS MEGA DRILL ON ROAD TRANSPORT AND MARITIME EMERGENCY



Tristar's Road Transport and Warehousing (RTW) and Maritime Logistics businesses jointly conducted an Emergency Response and Preparedness (ERP) scenario on October 26 at Fujairah Port through the simulation of an oil spill, fire on truck, and medical and security emergencies.

The first drill involved a road tanker delivering oil to the Tristar coastal vessel Sprit within the jetty area. The tanker's delivery hosepipe got detached which resulted to oil being spilled on sea. All emergency protocols were then immediately activated by both the driver and ship captain with the Port Authorities quickly reaching the incident site and controlling the situation. The Fender & Spill Response Services (FSRS) was also mobilized by the Ship Manager for oil recovery.

The same road tanker then went to deliver to another vessel, Legend, as the second drill. After completion of all pre-delivery activities the driver started the ignition with the truck batteries bursting. The driver tried to extinguish the fire using a fire extinguisher without success and at the same



time the helper tried to shut off the battery master switch button but got burned. The Civil Defense and Port Authorities reached the incident site followed by the Ambulance service. The injured helper was then brought to the hospital for further treatment. While the fire was being extinguished by Civil Defense a vehicle tried to enter the jetty area but was stopped by port security personnel.

The drill participants were the RTW and Tristar Spirit Emergency Response (ER) Teams, Port Authorities, Fender & Spill Response Services, Port Authority – Marine Department ER Team, Civil Defense, Fujairah Port Medical Centre Ambulance, Port Security and Police. Tristar customers and other guests from authorities observed the drill. A de-briefing session was then conducted where various noteworthy points and areas of improvement were discussed. Tristar Group HSEQ & Sustainability Manager Sridhar Srinivasalu, RTW Incident Commander Arundhan Alphones and Maritime Incident Commander Henri B. de Gersigny thanked all the participants, FSRS, observers, customer representatives and port authorities at the closing of the session.

ENVIRONMENTAL

Waste Segregation Campaign



A Reduce and Recycle campaign in partnership with Dubai Chamber's Center for Responsible Business was implemented across the company's Dubai-based offices and facilities to promote waste segregation awareness from October to November. The goal was to encourage recycling practices among employees. The campaign successfully managed to collect 249 Kg of E-waste, 1820 Kg of paper, 150 Kg of plastic, and 6 Kg of aluminum cans.

The South Sudan Team led by Country Manager Ravneesh Aujla also initiated an internal waste segregation campaign among Juba-based staff who attended an awareness session on the importance of segregation.

Tree Planting in RAK



ESG Champions from Finance, Procurement, IT, Projects, Business Excellence and CSR & Sustainability volunteered at the Annual Tree Plantation Drive organized by EEG in Ras Al Khaimah on December 21. Ten trees were planted by the volunteers, of which three trees were the corresponding reward given by EEG to Tristar for achieving the target under the waste collection campaign 'One Root, One Communi-Tree (OROC).'

Logistic Support to EEG



Tristar has been consistently supporting the Annual Can Collection Drive of the Emirates Environmental Group (EEG) by providing logistical support with a delivery pick-up vehicle. In photo taken at Barsha Pond Park on November 6 are Racheal Xavier of CSR & Sustainability, Arthur Los Banos of Corporate Communications and Raman Kumar of Road Transport.

SOCIAL

Expo 2020 Volunteers



Prasad KM of IT and Adela Elago of HR participated as Expo volunteers in the first three months of Expo 2020 Dubai. As early as 2019, staff were encouraged to volunteer at Expo 2020 Dubai which runs until March 31, 2022. The volunteers are assigned by the organizers in various pavilions and roles.

Arabia CSR Forum



Tristar Group CEO Eugene Mayne presented the company's various Employee Welfare Programs during the panel discussion on 'Workers, Wellness & Welfare: Empowering Internal Stakeholder' at the Arabia CSR Forum held on October 3. He presented how Tristar takes care of its staff in terms of their emotional, social, physical and financial needs. Mr. Mayne also shared how the company was proactive in managing the Covid-19 pandemic without a single fatality among its 2,500 employees across 21 countries and territories.

Tristar Celebrates Christmas with Children in Africa



The Tristar teams in South Sudan and Kenya celebrated Christmas with orphaned children. In South Sudan, Country Manager Ravneesh Aujla and a number of staff celebrated Christmas with orphaned children at the Atek Kilwak Protection home on December 18. They formally handed over two renovated pre fabs as living accommodation for the children. They also conducted a fun program, distributed refreshments, and finally had lunch.

The Kenya team's Cultural Committee initiated an outreach with the children of Mother Mercy Home Red Hill orphanage on December 21. The orphanage hosts a maximum of 120 children at a time. Led by Regional CEO (East Africa) Srinivas Iyer the team distributed goodies, facilitated a fun dance and music program, and shared lunch with the children and their caregivers. A month's supply of food stuff were also donated from the contributions of the company's Nairobi office staff.

GOVERNANCE

Stakeholders' Workshop



Tristar conducted its 7th External Stakeholders' Workshop virtually on November 21 which was attended by 50 customers, suppliers, corporate partners such as NGOs and industry groups, as well as management representatives from the company's various business verticals and support functions. The participants were asked to provide their valuable feedback on materiality issues related to the company which will be incorporated in the next Tristar Sustainability Report. Prof. Dima Jamali, Dean of College of Business Administration of the University of Sharjah, talked about the Circular Economy, while Mr. Eugene Mayne urged the participants to join the company in its sustainability journey by supporting the 17 UN Sustainable Development Goals.

Invest in DRC Forum



Tristar Group Chief Administrative Officer Balaji Nagabhusan shared the company's Environmental, Social and Governance (ESG) impact identified in the countries and territories where it operates at the 'Invest in Democratic Republic of Congo' event, held on October 17, at the Exhibition Centre, Dubai Expo 2020. Tristar was invited by the Ministry of Planning of DRC to discuss on 'Mainstreaming ESG Initiatives – How can private sector play an active role?'



MOHAMMED BIN RASHID AL MAKTOUM BUSINESS AWARD

Tristar was recognised in the transport and logistics category under the Mohammed bin Rashid Al Maktoum (MRM) Business Award on December 9. Tristar Group CEO Eugene Mayne received the award from His Highness Sheikh Ahmed bin Saeed Al Maktoum, President, Dubai Civil Aviation Authority, Chairman and Chief Executive of Emirates Airline and Group, and Chairman of the Expo 2020 Dubai Higher Committee, and His Excellency Abdulaziz Al Ghurair, Chairman of Dubai Chambers.

The companies applying for the various awards went through a rigorous evaluation process in the main areas of corporate performance such as leadership, strategy, employment, competency management, innovation, and providing exceptional experiences to customers based on the criteria outlined in the award's business performance model, as well as best international practices.



COMMERCIAL VEHICLE WORKSHOP OF THE YEAR 2021 AWARD

The Middle East's first automotive aftermarket industry awards was held on December 15 at the Dubai World Trade Centre, with winners of the Automechanika Dubai Awards announced across select categories including sustainability, safety, service, training and diversity across the regional sector's products, personnel, and entities.

The Head Office Workshop shared with the judges its best practices and tools, from the robust preventive maintenance schedule following OEM recommendations to safety at work and OHS compliance, and the use of lifelines for working at a height and the tyre cage to protect mechanics from being injured during a tyre burst. Workshop Manager Sujith Ravel received the award on behalf of Tristar.



LARGE BUSINESS CATEGORY UNDER ARABIA CSR AWARDS

Tristar was recognized as 1st runner-up in the Large Business Category of the 14th Cycle of the Arabia CSR Awards 2021 held on October 4. The awards body recognizes and honors organizations in the Arab Region that demonstrate outstanding leadership and commitment to Corporate Sustainability. H.E. Sheikh Majid bin Sultan Al Qasimi, Vice Chairman of ST Group LLC and Vice Chairman of CADD Emirates and Mrs. Habiba Al-Mar'ashi, President & CEO, Arabia CSR Network, handed the award.



THREE RoSPA AWARDS

In 2021, Tristar won three RoSPA Awards: Gold Award for Occupational Health & Safety, Fleet Safety Gold Award, and Fleet Safety Trophy – GCC countries. RoSPA is a UK-based nonprofit organization which stands for Royal Society for the Prevention of Accidents. The virtual awarding ceremony was on September 9. For the past nine years Tristar has been winning RoSPA Gold awards which demonstrate the company's commitment towards the highest standards of health and safety.



OMAN OIL MARKETING COMPANY AWARD

Tristar Oman was named as Best Contractor of the Year during an event organized by Oman Oil Marketing Company (OOMCO) on December 23. Tristar Oman GM Suresh Sampanna received the award. The recognition was not only for transporters but for all their contractors. Also, three out of the five Best Drivers awards were given to Tristar staff.



QUARTERLY SAFETY MEETINGS

The regular Quarterly Safety Meetings (QSM) were held on September 24 and November 26 and were conducted in-person in Dubai and live streamed across the various offices and accommodations in the UAE and GCC.

On September 24, regular QSM resource speaker Omar Muslim Usman from the Dubai Police updated the participants on the latest traffic rules. Bhanu Nayal Singh, BP Customer Fulfilment Manager for ME-Pakistan-Egypt highlighted the importance of DDC Techniques and reporting Near Misses & Potential Incidents. Ehsan Ravari, Green Road Business Development Manager for Scientific Analytical Tools Trading explained the artificial intelligence features of on-board computer / in-vehicle monitoring system.

Shivananda Baikady, Tristar GM for Road Transport and Warehousing in his closing remarks shared road safety statistics and cautioned drivers on third party errors. He also mentioned about the philosophy of care, dilemma and risk normalization.

Mr. Omar returned on November 26 and further raised traffic issues among the drivers. He was followed by Ivan Schmelczer, RoadMasters Instructor from IRU, who gave an introduction to IRU RoadMasters Program, and Syed Deshmukh, Assistant Manager for Transport from Total Marketing Middle East, who discussed transport security risks and its mitigation measures.

Mr. Eugene Mayne announced the partnership with IRU and further highlighted the operational benefits of the TIR system and RoadMasters Training of IRU in his closing remarks. The drivers who excelled in road safety were rewarded through the Driver Professional League (DPL) program in both meetings.



INCLINOMETER DEVICE

The Head Office Workshop Team installed a sensor-based inclination monitoring system in the Tipper fleet to enhance safe tipping. The Inclinometer device provides advice for drivers to make better decisions, improving safety and efficiency before and during tipping operations to prevent toppling incidents at site.



LIFELINE SYSTEM

Two lifeline systems with retractable blocks were installed at the Tank Cleaning Bay at the Head Office to ensure the safety of Workshop staff working at height. A drill was conducted to check the preparedness and verify the functionality of the retrievable blocks in case of an emergency to rescue employees from the confined space.



REVERSING CAMERA

Tristar always considers the safety of drivers and other road users while reversing especially at construction sites. The Workshop Team has started installing reversing cameras in the Ready-mix concrete vehicles and tankers used for construction chemical deliveries. The technology aids drivers to safely reverse rigid and articulated vehicles coupled with semi-trailers/tankers.

ANNUAL STAFF PARTY 2021



After two years all staff and their families were super excited to attend the Tristar Annual Staff Party on December 10.

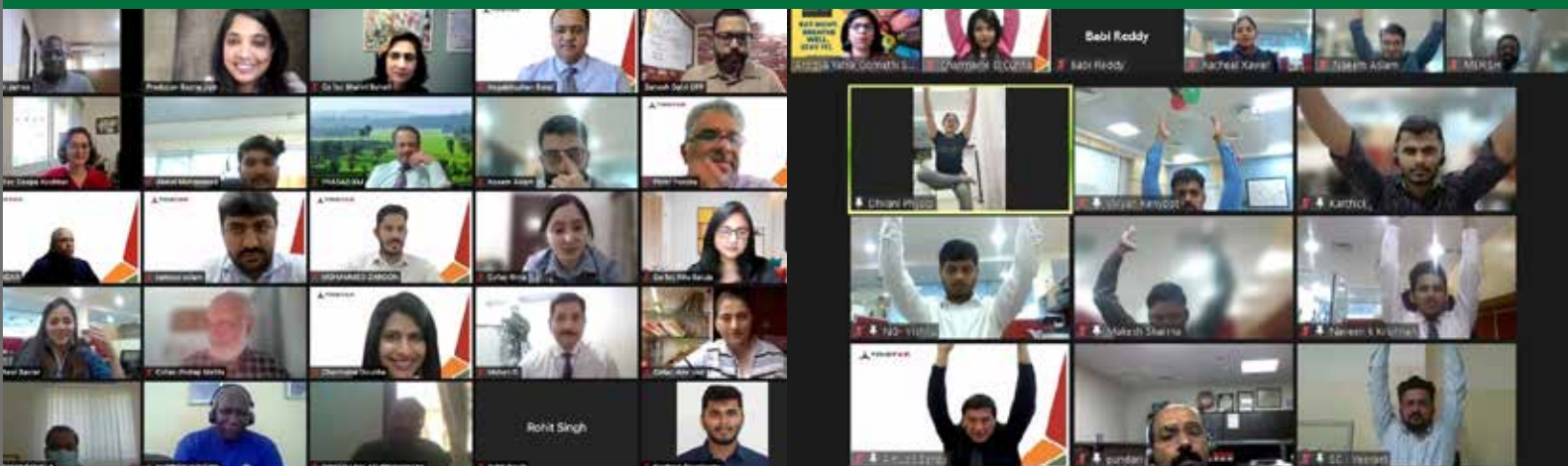
The young children had a separate play area with a lot of activities like Face Painting and Arts & Crafts. Santa Claus and Elsa interacted with all the guests and children and kept them entertained and then led them to the ballroom while the Christmas Carol was being rendered by a number of individuals from the Head Office and Jafza South Facility. The children received gifts from Santa Claus, too.

Mr. Eugene Mayne spoke about the year's achievements, awards, new contracts, employee wellness and engagement activities and also welcomed new joiners and showed pictures of babies born in 2020 and 2021.

He thanked everyone for their dedication and commitment and awarded Long Service staff who completed 20 years or more. They are Pundaree Kashan, Accountant; Kamaljit Singh, Heavy Duty Driver; Mohammad Abu Taher, Light Duty Driver; Sreedharan Lenin Wikathil, Heavy Duty Driver; and Sagar Kumar Sharma (in photo), Operations Assistant.

Several employees took the opportunity to showcase their talents in the 'Tristar Got Talent' segment. Others enjoyed dancing with DJ music. Fifty lucky individuals won prizes during the Raffle Draw. Overall, everyone had a lot of fun at The Address Sky View in Downtown Dubai nearby the Burj Khalifa.

'LET'S LEARN' SESSIONS



The last quarter of 2021 had two sessions: Stress Management and Desk Yoga, Self-care and More!

Stress Management was conducted on October 26 with 51 participants. People got to know each other and met some colleagues for the very first time even though virtually. A 'Stinky Fish' activity was conducted where participants discussed sources of stress. Like a stinky fish, stress too needs to be dealt with at the earliest.

Being aware of what is stressing individuals is the first step in managing stress. The next step is to figure out what people have control over. This was discussed with the concept of the circles of concern, of control and of influence.

The next activity was asking everyone to reflect on what they do daily to deal with stress. "What we do, what we will stop doing and what we will continue

to do was an exercise which everyone participated in. It was insightful to see what people had to say. Stop stressing about stress is a great way to start," explained Charmaine D'Cunha, Asst. Manager- Training & Recruitment.

The other session was called 'Desk Yoga, Self-care and More' which was conducted on December 28 with 43 participants. It was a follow up to Stress Management. The participants were guided to do yoga at their workstation from stretching to concentrating on breathing to relaxing of muscles.

"We also received tips on a healthy lifestyle and a great eye-opener was 'Don't start the day with caffeine'," added D'Cunha. "It was amazing to see everyone participate and exercise for about 30 minutes at their desk interspersed with tips on how to take care of yourself and the overall well-being."



COMPLIANCE TRAINING PROGRAM

The Top 3 winners of the Compliance Training quiz competition based on all the five training programs that were conducted across the group network were Lucy Kituto of AFAL in Kenya, and Bobby Sreekumar of Procurement and Charmaine D'Cunha of HR in UAE.

Tristar's Online Compliance Training Program was launched in September 2020. The five course materials were: Code of Conduct Essentials, Anti-Corruption & Anti-Bribery, Data Privacy & Information Security, Workplace Diversity, Inclusion & Sensitivity, and Preventing Discrimination and Harassment.



KENYA OFFICE VISIT

Anil Sasidharan, AFAL Uganda Country Manager, and Arthur Los Banos, Corporate Communications Manager, pose at the reception area of the Tristar regional office in Nairobi.

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