



TRISTAR WORLD

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UAE PRESIDENT COMMENDS TRISTAR FOR ITS SUSTAINABILITY CONTRIBUTION





MESSAGE FROM GROUP CEO

Similarly in the Central African Republic (CAR), our teams have been running with several projects that buoy our operations, and elevate our standing as a good corporate citizen, especially through awareness campaigns and training programmes. In keeping with our ethos of being a Business for Purpose alongside a Business for Profit, we have recently commissioned a new Aviation refuelling station at Bangui International Airport and already count as our customers Air France, Ethiopian Airlines, WFP, and several other private charter customers.

Across Africa, our focus on human capital development and empowerment can be seen in events and programmes that include fuel awareness, safety analyses, Goal Zero policies, yoga and supporting the underprivileged. There have been activities in Bambari, Bamako, Bangui, Dodoma, Entebbe, Gao, Juba, Jowhar, Kiambu, Mombasa and Namanga. It will double up as an interesting geography lesson.

In the Middle East, it is wonderful to see some of your efforts getting recognised and rewarded by clients and authorities like Linde, Shell, RTA, Oman Civil Defence and SABIC. We won the prestigious UK-based non-profit Royal Society for the Prevention of Accidents' RoSPA Gold Medal for the seventh consecutive year, and the RoSPA Fleet Safety Trophy – Middle East, at their annual event held in Dubai. They also commended our ongoing road safety programme in schools. Keep the flag flying high.

Members of the Tristar ESG Committee take turns to organise or attend events that delve deep into different aspects of sustainability like climate action, decarbonisation, materiality, and I am delighted to participate or be in attendance as often as I can. Among other achievements, they have successfully completed a Science Based Targets initiative (SBTi) and emissions reduction roadmap project. With this, Tristar has become one of the first companies in the Middle East to set internal climate targets aligned with science by applying a mix of frameworks based on the SBTi and the Transition Pathway Initiative (TPI).

For details of the work they are spearheading, you can download a copy of our annual Sustainability Report from the website and read it at leisure. I note with pride that it is our 12th edition.

Last year, we established the Clean Energy division, as one more step towards decarbonising our operations. The overarching aim of this division is collaboration with like-minded partners to bring sustainable solutions to market and help achieve low carbon transformation and Net Zero targets. To echo the words of Sheikh Mohamed, there is no reason why this responsibility should not begin at home.

The journey to 2050 may be long, but each of us can be its drivers, pilots, and captains. An accretion of our decisions and actions – some communal, some individual, some major, some minor – will point the right ways forward. If there is something we cannot attempt separately, let's accomplish it collectively.

If sustainability is our beacon, we are simply a business of bright ideas. As always, Aim High Tristar.

Best wishes,

Eugene Mayne

Dear Colleagues,

Most of you must have seen it on mainstream or social media or other channels but it indeed was a great honour and privilege to meet His Royal Highness Sheikh Mohamed bin Zayed Al Nahyan at his palace in Abu Dhabi on June 4 to present our Electric Barge Project due to be launched in Fujairah early next year.

Going by several other presentations that were made on that day it is obvious that His Highness Sheikh Mohamed was effusive about the UAE welcoming environmental efforts and initiatives of all types. He spoke about how people, companies, and communities alike can play out their respective roles in achieving greater sustainability. His core message to all of us that day was that the protection of people and the planet is a collective responsibility for not just the UAE but for people across the world.

This in a way is echoed in all that Tristar has achieved thus far in our journey to Net Zero, aligned with that of the UAE's climate goals. It is the collaborative efforts of our employees, teams and leaders in different countries that bring ideas of all sizes to fruition.

This ethos must also anchor plans and projects that are still in the pipeline: let all our actions be mindful of consequences and be capable of bringing positive change. It should make no difference whether these actions are personal or professional in nature, and whether they originate at individual or institutional level.

As an organisation, we must be willing and able to take any feasible steps towards decarbonisation ahead of industry, both to benefit our own operations and to encourage others. A prime example is our Electric Barge Project, a new hybrid bunker barge, which is currently under construction in Turkey, and will be delivered to Fujairah in early 2025. With diesel generators as a backup to electric power, it will ensure uninterrupted operations for vessels, stopping for bunker supplies, at anchorage off the Port of Fujairah. This pioneering model will reduce emissions by more than 50 per cent, and also help lower emissions at its operational home port.

We recently welcomed Tristar Natasha, a large chemical tanker, to our maritime fleet, and its steel-coated tanks gives us the flexibility to transport all types of industrial chemicals and hazardous cargoes.

In South Sudan, we have added a dual-product barge, increasing our count to six fuel barges, three pushers and one accommodation barge. This makes Tristar a major fleet operator on the River Nile in South Sudan. In the capital, Juba, our teams have been engaging with local communities on many fronts: sports, the protection of wildlife, and preservation of the environment.



MEETING WITH UAE PRESIDENT HIS HIGHNESS SHEIKH MOHAMED BIN ZAYED AL NAHYAN

Tristar Group CEO Eugene Mayne was met by UAE President His Highness Sheikh Mohamed bin Zayed Al Nahyan, together with other entrepreneurs, youth, and officials in Abu Dhabi to discuss environmental initiatives and sustainability ideas. The meeting was held on June 4, a day before World Environment Day (WED).

Mayne presented the company's pioneering step towards the decarbonisation of Tristar's maritime transport fleet with a hybrid bunker barge to be positioned at the Port of Fujairah in early 2025.

Sheikh Mohamed emphasized that the UAE is committed to benefiting from all sustainability contributions and environmental initiatives, while also fostering greater understanding of the role individuals and communities can play in addressing climate change. He stressed that environmental preservation is a collective responsibility, both at the community level and globally.

"As a prominent player in the global maritime sector, it is obligatory for Tristar to be willing and able to take the first steps towards any feasible decarbonisation, and create sectoral change," Mayne explained. "As port infrastructure continues to develop in support of using electric barges for coastal operations, we are optimistic this bold move will encourage the local maritime industry to follow suit."

The report also highlights the company's participation at COP28 in affiliation with the World Green Economy Organization (WGEO), where Tristar's ESG Committee members shared their efforts and experiences in energy efficiency, low-carbon fuels, and solar energy generation at various panel discussions.

TRISTAR GROUP LAUNCHES 12TH ANNUAL SUSTAINABILITY REPORT

Tristar Group has released its annual sustainability report for the 12th year in succession, encompassing its operations and activities around the globe. Group CEO Eugene Mayne launched the Tristar 2023 Sustainability Report at the company's head office in Jebel Ali which coincided with two events: celebration of World Environment Day and implementation of The Climate Fresk, a workshop that teaches fundamental science behind climate change.

The report details Tristar's alignment with the UAE's vision of achieving Net Zero by 2050 and enumerates all its actions towards upholding the UAE Climate-Responsible Companies Pledge spearheaded by the UAE's Ministry of Climate Change and Environment (MOCCAE), and the Faster Forward initiative launched by the United Nations Global Compact (UNGC).

The 12th consecutive report of the international energy logistics group continues to adhere to global frameworks like the UNGC, United Nations Sustainable Development Goals (UN SDGs), Global Logistics Emissions Council (GLEC), and the Global Reporting Initiative (GRI) standards for sustainability reporting.

"As an energy logistics firm, Tristar was early in donning the mantle of a greater responsibility towards sustainability," Mayne explained. "Our robust Environmental, Social and Governance (ESG) framework was developed more than a decade ago and is sustained through regular discussions, consultations, and actions. Along with several new initiatives, this continues to serve as our roadmap for integrating sustainability into all business operations."

He added that the creation of the Clean Energy division in 2023 is a new initiative to decarbonise Tristar's operations, and to work with like-minded partners to bring sustainable solutions to market and help achieve low carbon transformation and net zero targets.



TRISTAR'S ROAD SAFETY RECORD TRIUMPHS FOR 7TH TIME



6TH 'SAFETY AT SEA' CONFERENCE TO BE HELD ON NOVEMBER 7

The Tristar Group's exemplary record in road safety was feted at the RoSPA Health and Safety Awards held in Dubai recently. The Royal Society for the Prevention of Accidents (RoSPA) also hailed the company's best practices, and the hands-on safety approach led by its founder.

The prestigious non-profit presented Tristar with the RoSPA Gold Medal for the seventh consecutive year, and the RoSPA Fleet Safety Trophy – Middle East. It also recognised the company's ongoing road safety programme in schools with the RoSPA Winner of Health & Safety Beyond the Workplace.

In 2023, Tristar covered a record 545 million kilometres and clocked 132,952,860 manhours, without a single road fatality and occupational disease among its drivers and ground staff and attributed the win to 'visible and felt leadership' across the company. Beyond its own workplaces, Tristar runs the 'Kids Traffic Arena' a joint project with the Traffic Awareness Section of the Roads and Transport Authority (RTA) across schools in Dubai and Sharjah to educate children about road safety through practical lessons. This public safety initiative supports the UN Global Plan for Road Safety Decade of Action (2021-2030), aimed at halving road traffic deaths and injuries.

The annual RoSPA Health and Safety Awards is one of the largest occupational health and safety awards programme in the world. Now in its 68th year, the Awards have 2,000 entries every year from 60 countries. More than 250 industry leaders attended the Dubai edition, which was preceded by a conference on health and safety.

Addressing the audience at the conference, Tristar Group CEO Eugene Mayne presented the 4Es that form the foundation of the company's safety practices – Education, Engineering, Enforcement, and Evaluation.

He also showcased examples from various safety programmes, including 'Hearts and Minds' which reminds drivers and staff of loved ones waiting for them at home, and their patented technology which detects early signs of fatigue in a driver and alerts the Journey Management Control Room in real time.

Dee Arp, Chair of the RoSPA Awards judging panel and CEO of NEBOSH, drew attention to 'felt leadership' as an important aspect of safety, as she urged the audience: "Spend time in showing that you are committed to values and the outcomes of your policies and processes."



The 6th edition of the Tristar 'Safety at Sea' Conference will be held on November 7 in Dubai, with the theme 'Taking Action to Save Lives'. In attendance will be prominent ship owners, managers, insurers, government representatives and other industry leaders. As per previous editions, the event will be livestreamed around the world. In the 2023 event, participants livestreamed-in from vessel mess rooms and gatherings in India, the Philippines and Myanmar.

The conference will focus on implementing safety culture on vessels and specifically promote a set of clear guidelines for casualty prevention, known as the Golden Safety Rules.

Dr Grahaeme Henderson OBE, President of the 'Safety at Sea' Conference, said: "Safety programmes suffer from a lack of focus on clear and uniform guidance on best practices, which this year's 'Safety at Sea' Conference will address through leadership, wellbeing and care, and incident prevention with the Golden Safety Rules. Together we are taking action to save lives."

"We are privileged to have Dr. Henderson take leadership of the conference, our sixth consecutive annual gathering of maritime leaders and decision makers. His presence will further promote our advocacy to raise awareness of the importance of seafarer wellbeing," said Tristar Group CEO Eugene Mayne.

TRISTAR KSA FELICITATED BY SABIC AS TOP SUPPLIER



Tristar KSA has been lauded by Saudi Basic Industries Corporation (SABIC) on May 8 for its 'substantial efforts to deliver the best competitive advantage' and for supporting the company in reaching their goal of becoming the preferred world leader in chemicals.

Tristar Group CEO Eugene Mayne and Tristar KSA County Manager Dr. Aous Ali attended the 2024 Suppliers Recognition Ceremony at the SABIC headquarters in Jubail, Saudi Arabia, where they received a memento for outstanding performance and significant contributions in 2023. The event was organised by SABIC's Procurement team under Shared Services, and recognised more than 40 companies among hundreds of suppliers.

Tristar KSA continues to transport liquid gases from SABIC's plants in Jubail in the East Province and Yanbu in the Western Province to various SABIC affiliates across Saudi Arabia and the Gulf Cooperating Council (GCC) states, and to Jordan.

Products transported by Tristar for SABIC include chemicals such as MTBE (methyl tertiary-butyl ether), caustic soda, styrene, and various chemicals. Tristar's fleet of gas-carrying road tankers and cryogenic ISO tankers comply with all SABIC requirements and various national and international regulations.

NEW AFRICA FUELS STATION IN KENYA



The AFAL Team in Kenya opened a new fuel station situated 1.8 KM from the Namanga, Kenya-Tanzania border which will serve both motorists and commercial customers plying the Namanga-Kajiado route.

There are 13 stations in Kenya located in Nairobi metropolitan (Jogoo Road), Kajiado County (Rongai, Kiserian and Isinya), Nakuru, Kisumu, Migori, Eldama Ravine Town, and Muranga County (Kenol), and in Mtwapa, Mombasa County.

One more station is to open by September on the Thika-Garissa Road and another in Konza on Nairobi-Mombasa Road to make it 15.

AFAL Uganda has one station located 60 KM from the capital Kampala along Masaka Road which connects the country with Rwanda.

MARITIME LOGISTICS UPDATE BY TIM COFFIN, CEO



The Maritime Logistics division continues to generate superior returns resulting from very strong freight markets and we are on-target to generate our expected net profit for the year. We have sold all our small chemical carriers and one bulk carrier in recent months and have welcomed a larger chemical tanker – Tristar Natasha – to our fleet.

Natasha is a 19,000-deadweight ton vessel built in 2016. Her tanks are coated with stainless steel to carry the most hazardous cargoes.

Our ship management subsidiary, Tristar-MTM Ship Management, continues to grow with the appointment of a General Manager to take the reins in Mumbai. TMTM currently manages eight of our vessels.

Our hybrid-electric coastal tanker is under construction at a shipyard in Turkey. Steel for the vessel has been cut and the hull is being welded together. The vessel is scheduled to deliver to us in April next year.

We remain optimistic for strong freight markets for the next 24 months at least.

AFAL IS NOW MANUFACTURING LUBRICANTS IN MOMBASA



AFAL has started manufacturing Caltex Lubricants with Ola Energy in Mombasa, Kenya, since the last week of May.

The Ola Energy blending plant has a capacity to blend around 10 million liters per annum. AFAL is now able to blend around 400KL per month. This strategic move will help AFAL to sell more locally produced Caltex Lubricants in East Africa.

In October 2021, AFAL Manufacturing Limited (AML) had officially launched the local blending of Caltex lubricants in East Africa. The launch follows the signing of a long-term license agreement with Chevron Brands International LLC encompassing production, distribution, and marketing of Caltex lubricants in Kenya, Uganda, Tanzania, Rwanda, Burundi, and Democratic Republic of the Congo (DRC).

TRISTAR SOUTH SUDAN ADDS NEW BARGE



Tristar South Sudan added another barge to its fleet. The new vessel, with a length of 54 m, width of 9 m and a draft of 1.2 m is a 400 MT dual product barge capable of carrying both diesel and Jet fuels together, was launched at Mangala Port on July 29. The South Sudan operations has now a fleet of three pushers, six fuel barges, and one accommodation barge, making it the largest fleet operator in the country.

WORLD ENVIRONMENT DAY 2024

On World Environment Day (WED) last June 5, Tristar employees from across the global network celebrated the event with the theme 'Generation Restoration'. This year's campaign focused on land restoration, desertification and drought resilience under the slogan 'Our land. Our future'. Tristar Head Office hosted a climate awareness workshop for UAE offices, while tree plantation and other environmental awareness were led by Tristar 'Sustainability Champions' in Qatar, South Sudan, Mali, and Central African Republic (CAR).

TREE PLANTATION AND PUZZLE GAME AWARENESS ACTIVITIES IN BAMBARI, CAR, WITH THE DEPUTY COMMANDER IN CHIEF OF THE PEACEKEEPING MISSION.



TREE PLANTATION IN QATAR



TREE PLANTATION IN JUBA, SOUTH SUDAN



WILDLIFE LECTURE BY ETHOLOGIST NEIL DAS AT THE JUBA OFFICE IN SOUTH SUDAN



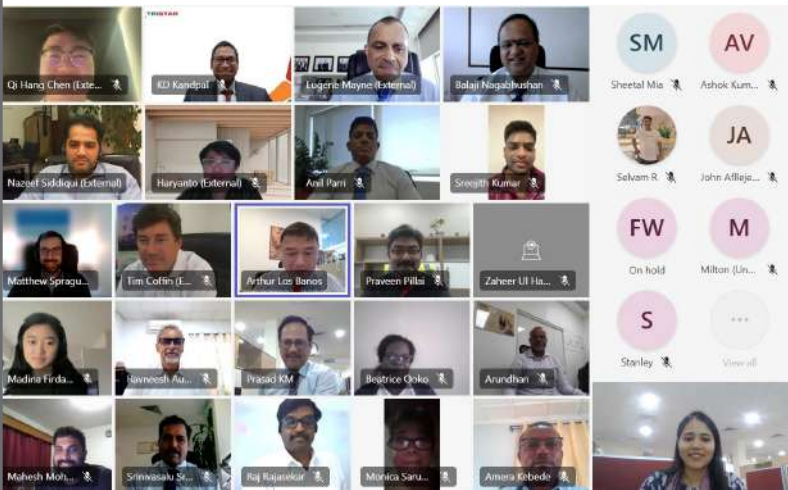
ENVIRONMENT TALK AT GABAT SCHOOL IN JUBA, SOUTH SUDAN



TREE PLANTATION IN BAMAKO AND GAO IN MALI



SBTi AND EMISSIONS ROADMAP CLOSING CEREMONY



The Tristar ESG Committee successfully completed the Science Based Targets initiative (SBTi) and emissions reduction roadmap project last June 27. An online closing ceremony was organized to go through the SBTi Report in detail with the participation of Tristar Group CEO Eugene Mayne and all business heads concerning ESG alignment. With the study, Tristar has become one of the first companies in the Middle East to set internal climate targets aligned with science by applying a mix of frameworks based on the SBTi and the Transition Pathway Initiative (TPI).

Earlier in the year, the company finished identifying its emission hotspots, with the baseline year set as 2021. Tristar is looking to embrace a mixed approach of new and existing technologies based on energy efficiencies and green fuels for its land and maritime transportation units, and fuel and fuel farm operations. "We have set a target of reducing absolute GHG emissions to 22.1% for Scopes 1, 2 and 3 by 2030, and to 79.6% by 2050. This includes reducing emission intensity from sold fuels to 58.8 gCO₂e/MJ by 2030, and 20.7 gCO₂e/MJ by 2050," explained Tristar Head of Sustainability Dr. K.D. Kandpal.



UNIVERSITY OF LOUISVILLE VISIT

The Head Office hosted more than 30 students from University of Louisville, USA on May 16. They are taking courses related to business, economics, politics, and international relations. The university has a program that allows students to extend their learning beyond the classroom and the campus community. The heads of Tristar's various business verticals shared the company's best practices as a fully integrated energy logistics solutions provider to the downstream oil and gas industry across five continents.

KENYA ASSOCIATION OF MANUFACTURERS (KAM) NATIONAL TREE PLANTING

Tristar Kenya participated in Phase 2 of the government's plan to plant 15 billion trees by 2032 through the KAM tree planting initiative in collaboration with the Kenya Forest Service. The team joined the May 10 activity in Uplands, Kiambu County, where 20,000 trees in total were planted.



CLIMATE FRESK WORKSHOP

The Tristar ESG Committee organized a workshop on Climate Change on June 5 that involved about 30 department heads, managers, and admin staff, as well as 10 non-admin staff. The Climate Fresk Workshop is a three-hour session that has been gamified and played with 42 cards to raise awareness on climate education and understand the causes and consequences of climate change. The goal is to empower participants with an understanding and language to be able to speak to nuanced issues and empower them to build a foundation to move a community towards action. The workshop was facilitated Living Business UAE, one of the CSR partners of Tristar Group.



SPEAKING ENGAGEMENTS

SUSTAINABLE DEVELOPMENT GOALS



Group Chief Administrative Officer Balaji Nagabhushan discussed “Integrating Sustainability into Businesses” before MBA students of SP Jain Global Management School last June 29. Balaji is also the Tristar ESG Committee chairman. One of the company’s missions is ‘to place being a business for purpose on equal priority as being a business for profit’.



Business Application Manager, Prasad KM, talked about Career Success before Grade 10 students of GEMS Education Our Own Indian School in Dubai, upon the invitation of INJAZ UAE, last May 13. Prasad shared his extensive knowledge and experience in Information Technology and provided the students with a clearer understanding on the potential career paths in the business and technology sectors. INJAZ UAE delivers world-class programs in Work Readiness, Entrepreneurship, and Financial Literacy. Tristar Group encourages its staff to volunteer with NGOs under its ‘Tristar My Social Responsibility’ initiative.



Tristar Group CEO Eugene Mayne and Group CAO Balaji Nagabhushan participated at the roundtable discussions on Goal No.13 on Climate Action and Goal No. 16 on Peace, Justice and Strong Institutions last June 25 organized by the Global Compact Network UAE. Over 85 participants from the private sector in the UAE identified priorities, initiatives, challenges and best practices Goals 1, 2, 13, 16, and 17.

Group Chief Administrative Officer Balaji Nagabhushan and Head of Sustainability Dr. K.D. Kandpal attended the Second Global Sustainability Forum on July 1. The forum was attended by Dr. Sultan Ahmed Al Jaber, Minister of Industry and Advanced Technology, COP28 President, and Managing Director and Group CEO of ADNOC.

STAKEHOLDER ENGAGEMENT WITH ENOC

The Tristar Sustainability Team members and Group CEO Eugene Mayne attended the external stakeholder workshop conducted online by ENOC on June 27. The purpose of the workshop was to gain valuable feedback from its key stakeholders. Tristar supported ENOC in identifying its key materiality indicators based on its industrial operations.



Group Founder and CEO Eugene Mayne delivered his keynote at the Excellence Awards 2024 of Gulf News and BeingSheofficial Partner Gulf News last June 8. More than 40 exceptional women from diverse domains were honoured at the at the Museum of the Future in Dubai. “The UAE is an undisputed leader in championing the inclusion, equality, and rights of women - be it in society, justice, business or political participation. We are proud to support this momentum for the country and strengthen it across our own operations,” he said.



CSR and Sustainability Officer, Racheal Xavier, represented Tristar at the Youth Speak Forum 2024 along with co-panelist Ahmed Alrebaty from ENOC. They discussed the pressing issue of meeting energy demands while keeping up with environmental responsibilities. The event was organized by AIESEC in the UAE on May 25 and was held at DP World, Expo City Dubai. The Youth Speak Forum is a platform that aims to amplify the voices of young leaders and foster meaningful discussions on pressing global issues.

TRISTAR GLOBAL SAFETY DAY 2024



HSSEQ Employee of the Year Awards:



Tristar's Global Safety Day 2024 was conducted at the Head Office and live streamed across the group network on April 30 with the theme 'Your Family Needs You – Stay Safe'.

Group HSEQ Manager Sridhar Srinivasalu highlighted the International Labour Organization's theme for 2024 'Ensuring safe and healthy work now in a changing climate' and outlined the effects of climate change. He further explained Tristar's own theme by summing up the company's actions and initiatives ensuring the 'Go Home Safe' advocacy. "Humans make mistakes, but those mistakes shouldn't result in a death or serious injury," Sridhar quoted World Health Organization's Jonathan Passmore while he presented Tristar's safety performance in 2023, achieving Goal Zero.

RoadSafetyUAE Managing Director Thomas Edelmann shared an update on road safety issues in the UAE and explained insights on driving distractions. Hansaconsult Senior JIG Trainer Julius Irumu lectured about managing static electricity in the workplace, while Shell GM for ME Lubricant Supply Chain Ahmed Hilal explained the topic Human Performance Principle and Psychological Safety.

Group CEO Eugene Mayne in his closing remarks appreciated everyone's efforts in achieving Goal Zero in 2023 and covering 545 million kilometres without any fatality for the last 15 years. He also urged the in-person and online participants to continue having the passion for safety at work, and even at home. He then awarded the winners of HSSEQ Employee of the Year Program, several individuals who reported near miss and potential incident (NMPI) at customer site, those who used the Stop Work Authority, and the Head Office Security Team members for their timely reporting and response to emergencies at workplace.

Road Transport & Warehousing General Manager Shivananda Baikady thanked the external speakers for their sharing their time and knowledge. The Tristar Global Safety Day 2024 also featured value-added safety enhancement activities and learning such as Free Eye Test Camp, Virtual Reality-based HSE Training, and Fire Truck and Vision Impairment Goggle.



ROLE-PLAYING AT QUARTERLY SAFETY MEETING

The Journey Management and Driver Management staff comprising of Sharath Kumar, Yatish Kumar, Deekshith Kumar and Suman Sunil conducted a role-playing on Stop Work intervention at the 2nd Quarterly Safety Meeting (QSM) for 2024 last June 23 at the Delhi Private School in Jebel Ali. They also presented the company's safety culture as demonstrated in the past by Sagar Kumar Sharma who started his career as driver and is now holding a supervisory position.

The meeting was opened by HSEQ Manager - RT&W Zaheer Ul Haq Abbassi and then Group HSEQ Manager Sridhar Srinivasalu explained the theme for the quarter 'C's That You Don't See' followed by sharing insights about 'Line for Fire' in a workplace. Sridhar added the learnings from a roundabout Incident by briefing the participants, including those who watched the proceedings from various offices and accommodations across the UAE and GCC, about ways to approach roundabouts and curves.

The meeting featured discussions on 'Heat Stress and Fatigue Management' by Shell official Mohammad Al Herais and 'Tyre Safety in Summer' by Bridgestone official Syed Nissar Haider. Dubai Policeman Omar Muslim Usman updated everyone briefed everyone about the new smart system for reporting incidents through the Dubai Police App.

Group CEO Eugene Mayne reiterated the 5 S Road Transport Golden Rules and urged everyone to follow and respect traffic rules. He welcomed the new drivers and said that drivers are very important and are part of the Tristar Family. Those who excelled in road safety and HSE were rewarded through the Drivers' Professional League (DPL) and HSSEQ Award Program (HAP) by the HSE team. In addition, employees upholding the Tristar safety culture by intervening in an unsafe act and condition as well as reporting near misses and potential incidents were rewarded. Heavy Duty Driver Ivan Mendonca was also recognized earlier for this intervention of an unsafe condition at an offloading site.

KNOWLEDGE TRANSFER IN UGANDA



Tristar Uganda commenced training of selected Ugandan nationals on Aviation Fuel Operations and Management at its fuel farm and fuel hydrant facility at the Entebbe International Airport. The training is part of Tristar's CSR initiative of 'giving back to the society' by hiring locals instead of importing manpower.

The trainees will be taught on aviation fuel quality control, safety, documentation, automation, and general aircraft refueling operations. The training which started in late June 2024 will last for six months. The trainees are young university graduates selected from various Ugandan institutions who have already been trained on basic aviation fuel operations according to JIG standards and issued with certificates.

Julius Irumu, a seasoned professional and a senior JIG trainer in the aviation industry, has trained the graduates on aviation fuel operations. Tristar Group's Lead HSEQ Assurance Officer Faisal Ahamed trained them about the company's HSSE Principles that every facility across its global network adhere to. The knowledge transfer program serves as a skill development tool. Fuels General Manager Anil Parri who is based at the Head Office observed the training for a few days.

"As part of our business culture and policy, Tristar believes that giving back and developing our local communities will not only produce a ready qualified workforce but will equally impact positively on the trainees, their families, and Uganda in general," said Tristar Uganda Country Director Promise Anagolu.

"Tristar' business culture is not just only about profit making, but most importantly about investing in and developing human capital. This is why Tristar has decided to impact positively on these Ugandans by training them to play a key role in the country's oil sector with broader opportunities outside the shores of Uganda," he added and advised the trainees to stay focused and committed to learning and not take the opportunity for granted.

INTERNAL TRAINING IN SOMALIA



Tristar Somalia's Jowhar site staff have attended an essential training on the Oracle HCM Employee Self-service module conducted by Business Applications Manager Prasad KM. The training aims to empower employees with the necessary skills to efficiently navigate and utilize the self-service functionalities offered by Oracle HCM. "By familiarizing themselves with features such as leave management, personal information updates, and accessing payslips, employees will enhance their productivity and streamline administrative processes," explained Prasad. He added that through comprehensive instructions tailored to the specific needs of Tristar staff, the participants will gain confidence in utilizing this vital tool effectively, contributing to operational excellence and organizational success.



JIG AUDIT AND TRAINING IN SOUTH SUDAN

A JIG audit and training in South Sudan was conducted in June. Julius Irumu, a very experienced JIG Auditor, conducted the audit and training where five Tristar fuel sites and three APCL sites were audited. The JIG training was conducted from June 20 to 22 which was attended by 30 staff from Tristar, APCL and the peace keeping mission.



SMITH SYSTEM TRAIN THE TRAINER SESSION

The Head Office conducted the Smith System training on May 6 which was attended by Tristar Oman HSSE employee Prithviraj. The Smith System is a defensive driving strategy created in 1952 by Harold L. Smith whose goal was to increase the safety of commercial drivers.

OMAN EXTERNAL AND INTERNAL STAKEHOLDERS' ACTIVITIES



An Oman Civil Defense Team visited the Tristar office last April 22. The team was briefed by GM Suresh Sampanna who presented the four pillars of the Road Transportation Operations: HSSE Management System, Driver Management, Journey Management, and Vehicle Management. He also shared the company's achievements such as the training and development of the Omani workforce in product and emergency response.

Shell LOD-1 Audit and Shell Transition to (SEA-IOGP) Standards meetings were held on April 2 and February 26, respectively. The April visit covered Driver Management and Training, Journey Management, HSSE Requirements, and Vehicle Design and Maintenance. One photo shows Shell officials Siddhi Singh - Road Transport & OTD Manager for India/Oman/UAE and Sarp Ertekin - Senior HSSE Advisor for Middle East, with the Tristar Oman Team led by GM Suresh Sampanna.

The February meeting was about the new standard changes in Road Transport Operations attended by Shell executive Mohsin Al-Harthy, RT & OTD Manager for Oman & UAE, along with his team, while Tristar was represented by Suresh Sampanna, GM Oman, with the Tristar HSE and JMP staff.

Tristar Oman introduced a new initiative to encourage all drivers to perform well during Ramadan. A 'Star of the Week' was awarded by Suresh Sampanna, GM of Tristar Oman, and Salt Al-Manthari of Shell Oman RTCC.

On July 18, Tristar collaborated with Badr Al Samaa Hospital to provide free health checkups for all staff. The medical team conducted BMI, sugar test, and blood pressure reading, while Dr. Meena Paul provided GP consultations and gave a health awareness talk.

INAUGURATION OF JUBA NATIONAL FOOTBALL STADIUM



The Juba National Football Stadium was formally inaugurated on June 11 and was attended by South Sudan President Gen. Salva Kiir Mayardi and FIFA President Gianni Infantino. The renovation of the stadium was funded by FIFA. Tristar is supporting the South Sudan Football Association by funding the salaries of the national team coach and the physical fitness trainer, and providing the branded

kits. Tristar Group CEO Eugene Mayne said that it was Tristar's way of continually engaging with the community of South Sudan and the youth since sports is an excellent way of motivating the youth. Tristar branding was visible inside and outside the stadium, including on the tickets.

HAPPENINGS AT CENTRAL AFRICAN REPUBLIC

Tristar Central African Republic (CAR) has conducted numerous activities since February. The team held a Heat Awareness campaign on February 22 at the headquarters and in all fuel sites across the country, while on another occasion staff visited the orphanage in Bangui called 'Fondation la Voix du Coeur' and donated food items as a Corporate Social Responsibility initiative.

Earlier on May 28, a pre-commissioning walk was conducted by Tristar Fuels GM Anil Parri with the Tristar CAR staff along with CAR government airport officials, GM of ANAC and Director of ASECNA. They checked the new fuel depot at the Mpoko International Airport in Bangui.

On World Environment Day in June, the Bangassou Team together with a peace keeping mission engineering officer celebrated planted five trees.

A Quarterly Safety Meeting with drivers and turnkey and workshop workers in line with the company's HSE culture and policy requirements was held on June 18. In the meeting, the safety theme from the head office was discussed, including the Goal Zero policy, as well as local road safety analyses with required improvements.



TRISTAR SPONSORS TANZANIA CONTRACTORS' EVENT

Tristar Tanzania participated at the TUCASA (Tanzania United Contractors and Allied Services Association) as a major Crown Sponsor. The event attracted 300 contractors across various sectors from Industrial, manufacturing, energy, and services, creating an opportunity for showcasing both the Tristar and Caltex brands as well as networking. Tristar Tanzania Country Manager Harish Kumar Raju welcomed Tanzania Deputy Minister Doto Biteko and his party at the booth.

TOASTMASTERS NEWS



Tristar supported DTAC Ras Al Khaimah 2024 held on May 18 and 19. This Toastmasters International gathering took place at the RAK Hotel, where Toastmasters from District 127 showcased their talents and skills. Distinguished Toastmaster (DTM) Balaji Nagabhushan who is Tristar's Group Chief Administrative Officer attended the event with IT's Prasad KM and HR's Sundar. The gathering was marked by a series of engaging workshops, thought-provoking speeches, and networking opportunities, all of which highlighted the dynamic and supportive nature of the Toastmasters community.

According to Prasad, the highlight of the conference was the exhilarating speech by Shurooq Al Banna, who embodied the true spirit of Toastmasters. Her address captivated the audience, blending inspirational anecdotes with practical insights on personal and professional growth. The event concluded on a high note, with participants feeling inspired and empowered, ready to apply what they had learned to their Toastmasters journey and beyond.

The Tristar Toastmasters Club Meeting on May 17 had a Motivational Education Session from International Director DTM Frank Turo (pronounced as Suro). He sits on the Board of Toastmasters International and represents Toastmasters in 148 countries and is visiting our District 127.

In his address, DTM Turo captivated the audience with his eloquence and passion. He shared powerful personal anecdotes and practical advice, urging members to push beyond their comfort zones and embrace challenges as opportunities for growth. His message resonated deeply, highlighting the transformative power of leadership development within the Toastmasters framework. DTM Turo's visit not only inspired members to set ambitious goals but also reinforced the club's commitment to fostering an environment where everyone can thrive and excel. The event was a resounding success, leaving members feeling energized and motivated to pursue their personal and professional aspirations with renewed vigour.

Interview with Sagar Sharma after Winning the Air BP - SEIMEA Near Miss Award By Sameeta Shankar, Executive - Customer Service (RT&W)



We're thrilled to spotlight our long service employee Sagar Sharma, Jet Fuel Pipeline Safety Supervisor, who recently received the Air BP Near Miss Award (Global) for Q1 2024.

Congratulations on receiving the award. How does it feel to be recognized for your outstanding contribution?

It's truly an honor. Receiving the award has been a humbling experience, and it's a testament to the hard work and dedication of our entire Tristar team and the company's safety culture. I have been with Tristar since the beginning, completing 25 years alongside Tristar's journey of growth and success. I feel honored and proud to be part of Tristar. I started as a heavy-duty mechanic, then became a heavy-duty driver. Later, due to my experience and attention to detail, I was promoted to Assistant Supervisor - Operations.



The new Tristar Toastmasters Club Executive Committee for the 2024-2025 term:

President: TM Karthik Kurungot
Vice President Education: TM Niyas Marukara
Vice President Membership: MTM Adela Elago
Vice President Public Relations: TM Jayesh Menon
Secretary: TM Cyril Anto
Treasurer: TM Syed Musthafa
Sergeant at Arms: MTM Shafinas Shajakhan
Club Mentor: DTM Balaji Nagabhushan

These dedicated members will lead the club in its mission to foster a supportive environment for members to develop their communication and leadership skills.

They are committed to creating a thriving Toastmasters community where members can grow and succeed.

Volunteering at Tristar

Volunteers of Expo 2020 were honoured with a specially commissioned medal and certificate from His Highness Sheikh Mohamed bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, in recognition of their dedicated efforts. This prestigious acknowledgment highlights the invaluable contributions of volunteers who played a pivotal role in the success of the global event. The custom-designed medal and certificate symbolize gratitude and appreciation from the highest levels of leadership in the UAE. Among the dedicated volunteers were five staff members from Tristar who contributed almost 360 hours to Expo 2020. In photo is Prasad KM, Business Applications Manager of IT.



Could you briefly describe the Near Miss you reported and its significance in ensuring safe operations at customer's end?

ANABEEB is an all-around contractor for pipeline construction activities, especially for the Oil & Gas Industry. With a huge fleet of top-of-the-line equipment such as cranes, side booms, and earth-moving equipment, a third-party contractor was conducting a lifting operation under a permit to work. As part of the monitoring process, I requested the contractor to provide valid documentation, including calibration certificates for the crane and lifting accessories. I found that the test certificates for the chains being used in lifting had expired. This was a deviation and non-compliance with the method and risk assessment. Hence, I advised them to stop work immediately and requested that the lifting equipment be re-certified or swapped with valid equipment. This near miss prevented a terrible incident that could have led to personal injury and damage to property and assets.

Note from Sameeta: During our conversation, Sagar shared valuable insights into his journey to success. He emphasized the importance of perseverance in the face of challenges and the transformative power of collaboration. Despite encountering obstacles along the way, he remained steadfast in his commitment to excellence, ultimately achieving remarkable results.

CHEMICAL TERMINAL RECOGNIZED FOR '6 YEARS OF EXCELLENCE'



The Tristar Chemical Terminal Team received a memento from Shell Chemicals Europe B.V. for '6 years of excellence' in achieving 'GOAL ZERO'. Shell Chemicals Customer Operations Manager Regina Arambur (4th from left) handed the recognition to Tristar Bulk Terminals Manager Yogesh Upasani (4th from right). With them are our Tristar colleagues, as well as Shell representatives. The Tristar Chemical Terminal inside Jebel Ali Free Zone (Jafza) is adjacent to Jebel Ali Port (Berth-4). The terminal stores various Polyols and Solvents products in more than 18 tanks totalling up to 21K MT. It is equipped with automated tank level radar, blending unit, multiple tanker truck loading gantries, drumming facility, drum storage warehouse, truck weighing facility, and laboratory facilities.

RTA AWARDS TRISTAR MECHANICS



The team of mechanics led by Arundhan Alphones, Product Head – Road Transport (UAE), and Sujith Ravel, Manager – Workshop (Dubai) were recognized by the Traffic Awareness Section of the RTA for clearing on April 18 several light and heavy vehicles which were stuck in a flooded road in Jebel Ali Industrial Area No. 2. This community service by the Tristar team has enabled light and heavy vehicles to traverse the road which is a vital link to the yards of several cement and construction companies and towards the labour camps in Jebel Ali Industrial Area No. 3.

LABOUR DAY PRESENTATION



Staff from Road Transport and Warehousing performed using the theme of "Sadak Suraksha" which is a public service awareness initiative on the importance of road safety during the celebration of International Labour Day on May 1 at the Staff Accommodation.

LINDE HONOURS OUTSTANDING DRIVERS



At the Linde Safety Commitment Day 2024 held on May 9, three Tristar drivers were honoured for their outstanding performance and adherence to safe work behaviour and understanding: Kawalpreet Singh (1st position) and Ranjith Singh and Satnam Singh Kesar (both 2nd position). The event was held at the Tristar Abu Dhabi yard. "It was a wonderful opportunity for all of us to understand Linde's commitment to safety. The theme for the safety day, 'strengthening our foundation', was indeed thought-provoking and making us recommit ourselves to Safety First Culture," said Rinku John, Operations Manager.

CRICKET TOURNAMENT



Tristar staff participated at the Taqdeer Award Sports Activities during Eid Al Adha on June 16 and 17, 2014. The team placed 4th and Amjad stood out as star performer in batting and bowling, while Madhukiran, Altaf and Yatish were excellent in batting. The players also contributed extremely well in catching and fielding, which effectively restricted the opponents to low scores.

INTERNATIONAL DAY OF YOGA WAS CELEBRATED IN UAE, MALI, SOUTH SUDAN, AND CENTRAL AFRICAN REPUBLIC

