

# TRISTAR WORLD

TRISTAR NEWSLETTER JULY 2018  
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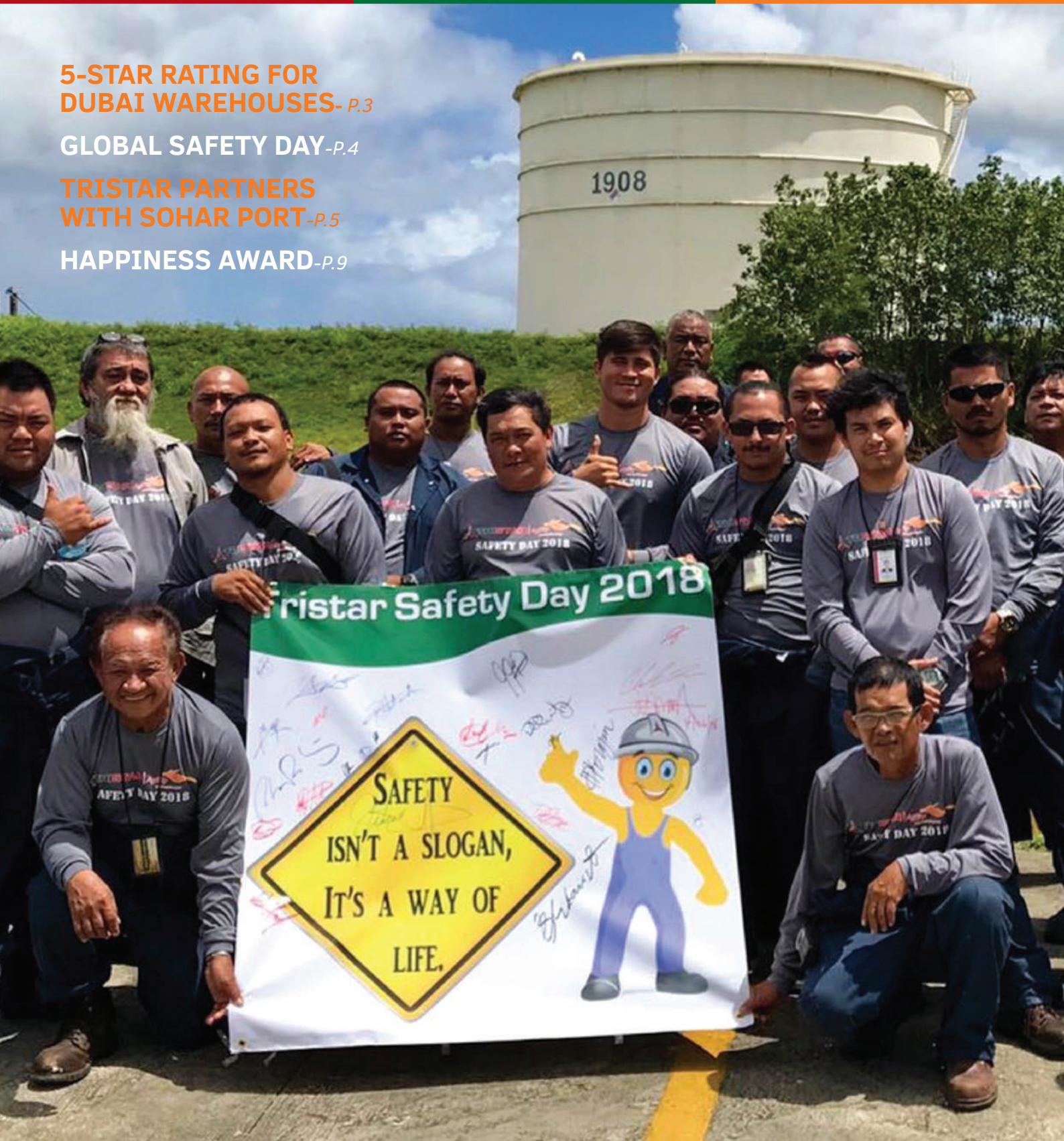


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# GCEO Message



We have had a very good first half of 2018. At the Head Office level, we have seen our teams engaged in different projects such as our in-house Consolidation for financial reporting to various stakeholders, Business Corporatization, and long term Strategic Plan.

I would like to use this opportunity to welcome our Group CFO Marco Bachechi who joined our group on February 28. In addition to his other responsibilities, one of Marco's first challenges will be to streamline our Financial Accounting and Reporting discipline that is required for timely submission of our monthly financials and to prepare the group for an eventual public listing in the years to come.

On the business front, I am pleased to provide the following updates:

- **E-Ships:** We took delivery of our first Dry Bulk vessel, the Eships Dugon. We further signed two MOAs for the acquisition of two more Dry Bulk vessels which will be added to the fleet in the course of the second half.
- **Road Transport and Warehousing business in UAE:** We landed our biggest single contract with ADNOC for a five-year period to transport bulk petroleum products and we are thrilled to have renewed our contract with Shell not only here in the UAE but also in Oman. Additionally, in Oman, we signed two contracts with Oman

Oil and Al Maha Petroleum Products Marketing Company.

- **Turnkey:** Our Turnkey business continues to grow as we have commissioned storage facilities for our fuel supply operations in Mali, Somalia and South Sudan. In Uganda, with approval from Civil Aviation Authority, we have commenced construction of a hydrant refueling system for the new cargo facility at the Entebbe International Airport. We plan to construct 3 x 4,000 KL Jet A-1 tanks along with a receipt facility and hydrant pump station.
- We have also had initial success in making fuel supplies into Yemen and will aggressively look to expand this business in the months to come.
- In Haiti, we have completed construction of a 15000 CBM tanks terminal in Port-au-Prince for holding AGO (Diesel) and ready to commission as we go to press.

While we need to focus on growing our business in today's challenging environment, a very vital part of our service offering is our commitment and performance on issues surrounding Health, Safety and Environment.

I'm proud to share with you that we recently received for the sixth time the RoSPA Gold Medal Award for demonstrating outstanding control of risk with very low levels of error, harm and loss. We also attained the 'Shell Professional Haulier' status in Oman. This comes five years after Shell Markets Middle East (SMME) awarded us as its first 'Professional Haulier' in the Middle East and South Asia.

On the Technology front, our Blockchain project was recognized by Logistics Middle East Awards as the 'Technology Implementation of the Year Initiative for being one of the first logistics companies to have a live Blockchain platform. Our IT Department is in the process of preparing for ISO 27001 Information Security

certification. This will ensure that best practices are followed to safeguard Tristar's information assets, protect confidentiality, integrity and availability.

Our people are our backbone and we understand the need for our people to stay energized, motivated and productive. We therefore take the welfare of our employees very seriously and this year so far we have celebrated Happiness Day, Global Safety Day, World Environment Day, International Yoga Day and a team building Town Hall Meeting, to mention but a few. These events emphasize teamwork and give the employees a chance to unwind while reflecting on the way forward. We shall also continue to focus on our CSR initiatives to contribute towards the community and the environment as a responsible business.

In the GCC, we are experiencing high temperatures in the peak of summer which necessitates one to keep oneself hydrated at all times and take extra care to be mindful of the perils of hot summer months. Please take care of yourselves because your Health and well-being are important to us.

We are moving fast and have lots to achieve during the second half of the year especially as we approach the end of the year and aim to cross the 2018 finish line well ahead of our targets.

I am hopeful this year, too, will be as successful as in the past. I count on each one of you to capitalize on our strengths and concentrate on improving in areas where we lag behind in our performance, service and excellence. Excellence is an art – it can be achieved only by meticulous planning, implementation and continuous review and refinement.

Let's continue to Aim High!

Sincerely,  
EUGENE MAYNE

## JEBEL ALI WAREHOUSES CERTIFIED 5-STAR BY DMCC



Tristar Group's two warehouses located in the Jebel Ali Industrial Area 1 and 2 were awarded 5-star rating by DMCC for the second and third consecutive years, respectively.

Sanjeev Dutta, Executive Director – Commodities, DMCC, said: "We have set a high standard for DMCC Tradeflow's associated warehouse inspection and ratings programme. Our scoring system has evolved over the years and additional points are now given to those who perform in areas such as social responsibility, environment standards and governance. Tristar Group has been thoroughly engaged in the process, taking greater responsibility to innovate and create warehouses that reflect their excellence across all key focus areas. We are pleased that they have achieved yet another a five-star rating."

Shivananda Baikady, General Manager-Road Transport and

Warehousing, Tristar, added: "Our specialized warehousing facilities are designed to accommodate and handle dangerous and non-dangerous goods with stringent adherence to health, safety and environmental standards. We are proud to receive consecutive 5-star rating by DMCC for our warehouses in Industrial Area 1 and 2. It is a reflection of excellence in our day-to-day operations. The rating is also a sound testament to our best-in-class warehousing service for major oil companies."

All types of warehouses can participate in the rating system as soon as they are registered on DMCC Tradeflow which is a dedicated flexible and customized online platform for registering possession and ownership of commodities stored in UAE-based storage facilities. Every year DMCC conducts an independent audit of the warehouses and based on their performance, award them a rating.



## NEW FACILITY IN OMAN

Tristar's facility which is in Phase Two of Rusayl Industrial Estate has a total plot of 15,000 sq m with a two-storey office building and a five-day operational workshop, with two inspection pits and a washdown bay. Rusayl Industrial Estate is situated 20 km from Muscat International Airport. The location gives easier access to transport fuel and supplies to the rest of Oman as it is at the edge of Muscat, with no road restriction.

Group CEO Eugene Mayne said: "We have been operating on leased facilities in Abu Dhabi and Oman for several years. We have decided to make further investments to consolidate our capabilities in the GCC region and the locations selected, in Abu Dhabi and Oman, are the result of proper network planning to select the best locations to support our customers' operations and business growth strategy."

## AFAL KENYA COMPLETES CALTEX PROMOTION



The AFAL Team in Kenya completed the Caltex Beba Beba Scratch & Win Promotion which was rolled out on March 1 with 23,398 valid entries of whom 5,709 were winners of various prizes including a grand prize of a pick-up, motorbikes, mobile phones, overalls, dustcoats, t-shirts and caps. The promotion was accompanied

by On-ground activations, and radio and SMS campaigns with the aim of increasing sales and market share of Delo or Havoline products. It also created more brand awareness and reseller loyalty.

On April 12, the first mega awarding of winners was held at Mudher

Industrial Park in Mlolongo, Kenya with the three motorbike winners. Photo shows (left to right): Gilbert Njeri (winner), Zidan Omar (Chevron), Charles Mbithi (AFAL), Parinaz Patel (Chevron), Abhijit Sarmah (AFAL), Mary Wanjiku (winner), and Lucas Ngugi (winner).

# 'WORLD DAY FOR SAFETY AND HEALTH AT WORK'



CENTRAL AFRICAN REPUBLIC



GUAM



HAITI



KENYA



Seatbelt Simulator Demonstration in UAE



PAKISTAN



MALI



SOMALIA



SOUTH SUDAN



UAE



UGANDA

The Tristar Group celebrated 'World Day for Safety and Health at Work' which falls every April 28<sup>th</sup> when it conducted the annual Tristar Global Safety Day on April 26<sup>th</sup> to create further awareness on truck driving safety and daily safety practices at work. The event was celebrated across Tristar's global network as far as the Pacific island of Guam and Haiti.

At its head office in Dubai, UAE, employees, customers and partners gathered for a series of insightful lectures on road safety and health at work presented by Tristar's

senior managers and representatives from customer ECOLAB and supplier WABCO vehicle control system.

The speakers reiterated that road and industrial accidents are preventable if all members of the organization adhere to safety principles at heart and mind and make safe practices part of their day to day living. The theme for this year was 'Safety isn't a slogan, it's a way of life' which was chosen from the suggestions of staff from different locations.

Three Tristar personnel in the UAE were given incentives by Shivananda Baikady, GM of the Road Transport and Warehousing business, for being safety champions in their respective departments. One was awarded for being a safe driver while the two other recipients were recognized for adhering to safety practices as warehouse supervisor and workshop AC technician.

Several seatbelt simulators were displayed outside the head office building which were tried by Tristar staff and visitors.

# TRISTAR LEADS DUBAI CHAMBER SEMINAR ON ROAD SAFETY



Tristar Group Assistant GM for Operations Arundhan Alphones spoke at the 'Road Safety for Commercial Driving' seminar organized by the Centre for Responsible Business of Dubai Chamber on July 19. He cited statistics from the Association for Safe International Road Travel which also reported that nearly 1.3 million people die in road crashes each year globally, on average 3,287 deaths a day.

"Unless action is taken, road traffic injuries are predicted to become the 5th leading cause of death by 2030," Alphones explained citing statistics from the World Health Organization.

Tristar is the lead company in the Road Safety Task Group under the CRB. In the past four years Tristar has presented at the following:



- **'Be Responsible- Drive Safe'** workshop for more than a hundred commercial and heavy duty truck drivers and managers on March 30, 2017,
- **'The Role of Leadership in Fleet Safety Management'** seminar with a Royal Society for Prevention of Accidents (RoSPA) road safety expert on October 25, 2016,
- **'Road Safety Awareness Workshop for Commercial Drivers and Supervisors'** for more than a hundred participants from 15 private companies based in Dubai on October 20, 2015, and
- **'Best Practice Seminar on Road Safety'** with client Shell as co-presenter on September 11, 2014 and

at 'Road Safety' seminar organized by the CRB's Health & Safety Task Group of CRB on February 27, 2014.

Photos show Alphonse (middle) and the Tristar delegation at the July 19 event and Corporate Communications Manager Arthur Los Banos (3rd right) with members of the Road Safety Task Group during a meeting on July 4.

## Quarterly Safety Meeting

Group CEO Eugene Mayne addressed more than 300 drivers and ground staff on July 13 and reiterated to them the importance of safe driving by not using mobile phones while driving.



## TRISTAR PARTNERS WITH SOHAR PORT ON 'BE SAFE SOHAR 2018'



For the second consecutive year, the Tristar Group contributed to SOHAR Port and Freezone's 'Be Safe Sohar 2018' event when it again provided resource speakers on road safety, ship-to-shore operational safety, and safe terminal operations. The event was held from April 16 to 18.

Aside from the safety lectures, a defensive driver training and first aid training course were conducted, including a blood donation drive, an exhibition and a mock drill.

Tristar's Shipping Division has also participated in the oil spill drill on the second day. The leading integrated liquid logistics company has been regularly conducting simulation exercises to further improve its ability to respond to oil spill events.

"We are one with SOHAR Port and Freezone in furthering the importance of Safety as we firmly believe that having Safe operations and implementing world class best practices will attract businesses and will considerably improve

the economy thereby benefiting the community," remarked Tristar Group Chief Administrative Officer Balaji Nagabhushan, who represented Group CEO Eugene Mayne.

The annual event sees employees and stakeholders of SOHAR Port and Freezone take part in a number of workshops covering first-aid, road and driver safety, dangerous and heavy goods handling, safe terminal operations, ship-to-shore operational safety, and environmental preservation.

Photo shows Nagabhushan (middle) with SOHAR Port and Freezone CEO Mark Geilenkirchen (3rd from left) and from left: SOHAR's CA & HSSE Advisor Tabe De Jager, Tristar's Marine Services Manager Saji Nair, Tristar's Business Development Manager Manjunath Perubai, Tristar's Shipping Fleet Manager Henri de Gersigny, and SOHAR's Executive Manager Corporate Affairs Suwaid Al Shamaisi.

## TRISTAR SHIPPING CELEBRATES INTERNATIONAL DAY OF THE SEAFARER AT FUJAIRAH PORT AND SOHAR PORT



SOHAR



FUJAIRAH

The Shipping Division celebrated International Day of the Seafarer at Fujairah Port and Sohar Port on June

25 by reiterating to the participants the importance of reducing the use of plastic materials at sea. The call is in line with this year's World Environment Day (WED) theme which is 'Beat Plastic Pollution'.

Plastic has been highlighted as one of the biggest environmental threats facing the world by the UN. As much as 8.8 million metric tons of plastic trash is washed into oceans every year. If unchecked, it is estimated that plastic, by 2050, will outweigh fishes in the ocean.

At Fujairah Port, 85 seafarers were given a lecture on Heat Stroke by Dr. Busulwa of Fujairah Port Medical Centre (FPMC) who enumerated ways on how to prevent being a victim under the extreme heat of summer in the emirate. On hand at the gathering were Fujairah Port Authority's Capt Mohammed Hassan, FPMC's Manuel Terreiro and Dr.

Jayaprakash, and Tristar's Henri B. de Gersigny, Saji Nair, Capt Roy Thomas and Capt. Nazeef Siddiqui.

Mr. de Gersigny presented the WED video which showed internationally well-known personalities declaring that they will replace plastic materials for eating and drinking with environmentally-friendly alternatives such as reusable stainless steel bottles. After the lecture Tristar hosted dinner which was served in paper plates and wooden utensils.

The same message was relayed by Tristar Marine Services Officer Aneesh Manakkathodi at Sohar Port where Suwaid al Shamaisi, Sohar Port and Freezone's Executive Manager of Corporate Affairs, was present along with the port's Marine Safety officials Hashim Al Bloushi and Saif Al Mamari.

## TRISTAR SUPPORTS SOHAR CUP 2018

The Shipping Division supported the recent Ramadan Football League of SOHAR Port and Freezone which saw Orpic C Team win the championship. More than 60 matches were played during the Holy Month which saw the participation of 30 teams with over 500 players.

This year's winners and runners-up were awarded by H.E. Sheikh Dr. Said bin Humaid bin Abdullah Al Harthy, the Wali of Liwa and Mr. Suwaid Al Shamaisi, SOHAR Port and

Freezone's Executive Manager of Corporate Affairs.

Tristar supported the Corporate Affairs Department which organized the event. The company was represented by Henri B. de Gersigny, Fleet Manager, Saji Nair, Marine Services Manager, and Aneesh Manakkathodi, Marine Services Officer.

The 11th annual tournament was held starting May 20 with the finals played on



June 12 at the Al Arabi Football field in Sohar.



### EMPLOYEE BASIC LIFE SUPPORT (CPR and AED) TRAINING

By Ashwatha Mahesh, Assistant Manager  
CSR & Sustainability

On June 20, Tristar conducted a Basic Life Support Training in partnership with Aster Medical in order to train and prepare employees for medical emergencies at the workplace.

The training which was conducted in two batches had the participation of over 200 office staff and Tristar drivers and ground staff. A certified nurse and a general practitioner led the training with detailed instructions and a practical demonstration of CPR (Cardiopulmonary Resuscitation) and AED (Automated External Defibrillator) usage.

Attendees were briefed on the primary response procedures to follow in case of a medical emergency situation.

In a scenario where an individual collapses beside you, take the following steps:

1. Take an initial assessment of the surroundings to ensure it is safe
2. Move the person away from any dangerous items or wet surface if possible
3. Check his/her response by tapping on the shoulder and calling out his/her name loudly
4. If there is a lack of response, immediately call emergency services by dialing 999 or 998
5. If you are trained and able to provide CPR, start providing secondary care in the form of chest compressions and mouth-to-mouth resuscitation

6. In the availability of an AED, as is in Tristar head office, ensure that the shock is administered as per the instructions transmitted by the machine
7. Continue to provide CPR until emergency services arrive at the scene

Additionally, the general practitioner also touched upon the subject of the dangers of heat stroke and prevention methods, as it is currently summer in the UAE. Consuming different fruits and vegetables along with drinking three liters of water a day, were some of the key takeaways from the session for the prevention of heat stroke.



# TRISTAR GROUP CELEBRATES WORLD ENVIRONMENT DAY 2018

The global network of the Tristar Group simultaneously celebrated World Environment Day on June 5 with awareness sessions, tree-planting and clean-up activities.

In Dubai, UAE, Group CEO Eugene Mayne encouraged all staff to support this year's theme of 'Beat Plastic Pollution' by refusing items that cannot be reused. He reiterated the company's support of the

Paris Climate Summit of 2015 'to limit the rise in average global temperature to well below 2°C, with 1.5°C being the ideal benchmark.'

During the Dubai event colored sketches submitted by children of Tristar staff worldwide were displayed. The colored sketches carried four themes which depicted how to protect the environment and conserve natural resources.

In overseas locations such as Mali, Kenya, Somalia and Central African Republic (CAR), Tristar staff from various sites gathered and discussed ways on how to support the WED theme. They also conducted tree-planting and clean-up activities, as well as a demonstration on the harmful effects of plastic



CENTRAL AFRICAN REPUBLIC (CAR)



DEMONSTRATING HARMFUL EFFECTS  
OF PLASTIC IN CAR



DHOBLEY, SOMALIA



ELDORET, KENYA



GAO, MALI



GUAM



KUWAIT



MOGADISHU, SOMALIA



MOPTI, MALI



NAIROBI, KENYA



PAKISTAN



PICTURES OF CHILDREN OF TRISTAR STAFF



PLEDGING IN PAKISTAN



SOUTH SUDAN



TIMBUKTU, MALI



UAE



# TRISTAR HAS TALENT

**By Sanjit Roy**  
Manager, Human Resources



The Town Hall meeting was held on May 14, 2018 at Grand Excelsior Hotel in Al Barsha, Dubai.

Staff started assembling at the venue from 8:30 AM onwards, networked with colleagues of different departments and locations while sipping their hot coffee with cookies. The meeting started at 9:00 AM with a full house. All the 12 round tables were filled with 10 staff from various departments forming a team.

The atmosphere was packed with positive energy and super excited staff. I welcomed and briefed everyone on the agenda. I further asked all the attendees to raise their hands and start clapping after explaining that the main acupressure points in the hands are triggered while clapping. Everyone happily did the rain clap, roar clap, scout clap and finally a big round of applause.

The meeting was planned with many group activities that led to teamwork and more camaraderie. The first activity was an icebreaker where all members of staff introduced themselves.

Mr. Eugene Mayne, GCEO, addressed the staff who were silent and eager to listen to words of wisdom. Mr. Mayne expressed his vision for Tristar and its people.

A few highlights of his talk are:

- Expansion of Tristar in India.
- Tristar acquiring the Shell Terminal in Jafza.
- Present Stability of the organization.
- Strong Leadership skills amongst colleagues.
- Role of IPO & Block chain technology implementation in our company.
- The need for interaction among co-workers so as to build good relationships.
- Working as team for success, coordination and communication ease and speed up the workflow.

He also urged everyone to work as a team to achieve our goal with zero incidents.

Mr. Marco Bachechi (GCFO), Mr. Chris Peters (CEO-ESHIPS) and Mr. Shivananda Baikady (GM-RTW) took us through informative presentations, which gave us insight into what is happening in Tristar and what is expected in the future.

There were two group activities conducted; Issues and Resolution and Build- a -Tower. Each and every one present participated with delight and zest. They came up with brilliant ideas and showcased their work with relevant explanation.

The 12 teams took pride in naming themselves with explanation as to why they chose those names in particular. The names were as follows:

1. Tristar Progress
2. Honey Bee
3. Sky Scrapers
4. Tristar Philosophers
5. Tristar Energy
6. Tristar foundation
7. Tristar Tigers
8. Positive Vibe
9. TRY TRI TO STAR
10. Tristar Cosmopolitan
11. 7' Star
12. MI 12

Every staff from different departments and divisions collaborated perfectly in the group activities.

Winners were selected for each activity. Winners were selected on the basis of Teamwork, Communication, Creativity, Innovation, Leadership, Neatness, Time and Presentation.

Mr. Mayne, Mr. Bachechi, Mr. Balaji Nagabhushan (GCAO), Mr. Peters and Mr. Baikady were the judges.

There is immense talent within the staff of Tristar, which needs to be nurtured. These are qualities needed for an organization to move forward.

The best teams were given prizes to recognize their efforts and innovative ideas. Eventually all staff are considered winners because they participated, enjoyed, learnt and listened.

Each member, through an individual feedback form, expressed that they had had many learning points as well as something to take home from the Town Hall Meeting.

They all contended that it was a very informative meeting and they look forward to having more Town Hall meetings in the future.

Kudos to the organizing committee for putting up an interactive team-building meeting.

Tristar is on a never-ending journey towards continuous improvement.



## ROSPA GOLD AWARD 2018



Tristar Assistant GM for Operations Arundhan Alphones and Manager for HSE and Sustainability M.S. Sridhar received the RoSPA Gold Award for health and safety performance on July 4 at the RoSPA Presentation Ceremonies and Gala Dinner held at Hilton Birmingham Metropole in the UK.

RoSPA Gold Award winners have achieved a very high level of performance, demonstrating well developed occupational health and safety management systems and culture, outstanding control of risk and very low levels of error, harm and loss.

RoSPA stands for Royal Society for the Prevention of Accidents. It has enjoyed a long standing and well established presence within the UK health and safety market for almost 100 years. Her Majesty the Queen is the Patron.

In 2016, Tristar was presented the Gold Medal Award for being a recipient for five consecutive years of the RoSPA Occupational Health and Safety Award.

In 2015, for the second time in three years, Tristar was named winner of the highest road safety award, the MORR Trophy for excellence in managing occupational road risk. The company first received the MORR Trophy in 2013, a year after being named as MORR Gold Award winner. In 2014, the company received the MORR Highly Commended Award.

The MORR Trophy honors organizations which demonstrate the most effective and cohesive program for the management of occupational road risk which are supported by historical performance data.

## DMCC BEST MARITIME COMPANY AWARD

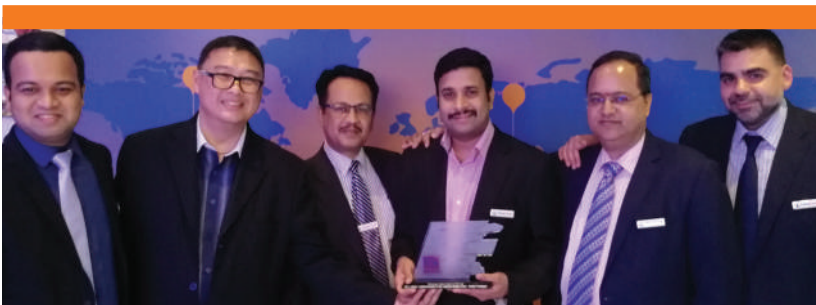


Tristar was given the "Best Maritime Company" award at the DMCC Member Awards 2018 ceremony held at the FIVE Hotel, Palm Jumeirah in Dubai on April 30. Tristar Shipping COO Shailesh Bildikar received the award.

The award recognizes Tristar's Shipping Business as demonstrating the highest performance in the maritime industry in terms of business growth, global reach, market share, turnover, and contribution to the industry.

DMCC or Dubai Multi Commodities Centre Dubai is a strategic initiative of the Government of Dubai established in 2002 with a mandate to provide the physical, market and financial infrastructure required to set up a commodities market place in Dubai.

## TECHNOLOGY IMPLEMENTATION OF THE YEAR AWARD



Tristar won the 'Technology Implementation of the Year' award at the Logistics Middle East Awards organized by ITP Publishing at the Grosvenor House in Dubai last April 17.

Tristar was recognized for being one of the first logistics companies in the world to have a fully live Blockchain platform, which provides customers with full real-time oversight on end-to-end warehousing and transportation processes.

"Winning tonight is a victory for imagination, for initiative, for taking chances," says Tristar's IT group head Adam Lalani. "When we started this project it started with a piece of paper

12 months ago and it's been a massive effort to implement it, with many people involved. We're very happy to accept this award on behalf of all of them."

"Everything that we could imagine we needed in order to solve issues we face in the logistics industry, we've been able to solve using this Blockchain platform," he added.

"This platform has been rolled out for one of our prime customers, but will be made available to more in the coming months. We also have another two Blockchain implementations in the pipeline, one is related to fuel management and the other is related to shipping."

## HAPPINESS @ WORK AWARD



Tristar received the "Best Workers Welfare Program" award at the Happiness @ Work award ceremony recently organized by Sustainable Mindz at Taj Hotel in Dubai last April 25.

Tristar won for "instituting positivity, happiness and a sense of belonging at the work place environment that inspires and engages employees".

Tristar is taking good care of its drivers and ground staff with the Drivers' Professional League (DPL) program, Staff Accommodation facilities, and initiatives to upgrade their skills such as English and Computer classes. The DPL program encourages drivers to be more proactive in HSE activities as well as recognizes and rewards safe drivers.

## INTERNATIONAL YOGA DAY



ELDORET, KENYA



JUBA, SOUTH SUDAN

Several locations of the Tristar Group conducted yoga sessions on June 21 in celebration of International Yoga Day. The theme for the 2018 celebration is 'Yoga for Peace.'

Yoga is an ancient physical, mental and spiritual practice that originated in India.

The word 'yoga' derives from Sanskrit and means to join or to unite, symbolizing the union of body and consciousness. Today it is practiced in various forms around the world and continues to grow in popularity. Recognizing its universal appeal, on 11 December 2014, the United Nations proclaimed 21 June as the International Day of Yoga to raise awareness worldwide of the many benefits of practicing yoga.

In Dubai, Pundareekashan or Pundari, Assistant Manager for Billing, led the head office staff in performing several standing Yoga asanas (positions). He has more than 30 years of yoga experience and has trained with the renowned Vivekananda Yoga Institute and with Yoga Guru Ram Dev. Pundari has been teaching free Yoga every Friday morning for the past nine years in Ajman where he lives.

Kenya followed the tips given by Pundari which were recorded on YouTube and circulated to all global locations and local branches in the UAE.

The day was also celebrated with great gusto and enthusiasm at the Juba office in South Sudan. Davis Vithayathil Vareed,



DUBAI, UAE



NAIROBI, KENYA

Sector Manager at Wau site, demonstrated some 'asanas' or positions and guided everyone through several 'asanas'. He is an accomplished and keen yoga practitioner.



Pundari in UAE



Davis in South Sudan

## TUESDAY EXERCISE SESSIONS AT HEAD OFFICE

Starting June 26 and every Tuesday evening thereafter, several staff based at the head office are attending the exercise session facilitated by Wafa Oueslati, Business Relationship Officer. The session is from 6 to 7 pm held at the Training Room and is being coordinated by the Recreation and Happiness Committee.

Wafa is a Master GFX Trainer, Level 4 Personal Trainer and a member of the International Federation of Sport Fitness and Aerobic in the US and Europe. She is also a Specialist in Sport Nutrition and a lifestyle coach.



Wafa leading Tuesday exercise session



## WORLD BLOOD DONOR DAY

The annual World Blood Donor Day is on June 14. According to the World Health Organization (WHO), the event serves to thank voluntary, unpaid blood donors for their life-saving gifts of blood and to raise awareness of the need for regular blood donations to ensure the quality, safety and availability of blood and blood products for patients in need.

This year, three locations have already volunteered starting with South Sudan which had 17 staff donating blood in January. Last June 21 and 28, a number of personnel from Mali and Kuwait, respectively, went to government blood donation centers.

The WHO added: "Transfusion of blood and blood products helps save millions of lives every year. It can help patients suffering from life-threatening conditions live longer and with a higher quality of life, and supports complex medical and surgical procedures. It also has an essential, life-saving role in maternal and child care and during the emergency response to man-made and natural disasters."

The Head Office in Dubai will have its annual blood donation on August 6 from 9 am to 2 pm.



KUWAIT



MALI



## TRISTAR TOASTMASTERS CLUB – A SUCCESSFUL JOURNEY

By **TM Dilan Dalmeida**  
Vice President Education



We have completed yet another successful year. Congratulations to the previous Tristar Toastmasters Club Executive Committee (2017/18) for putting in a lot of hard work and helping the club achieve President's Distinguished Club for the second successive year as well as many other district awards like the Super 7 COT award, Smedley's Award, and Pro-Active Club award.

We've recorded several other achievements, i.e. celebrating our 100th meeting with World Champions of Public Speaking thereby enhancing our brand image; four

members represented the club in the Area level speech contest; and some members made individual achievements, too:

Sudhir Krishnan- Competent Communicator and Competent Leader;  
Jovita Jasmine- Competent Leader; Jayesh Menon- Advanced Communicator

Bronze; Dilan Dalmeida- Advanced Communicator Bronze; and Monica Kiir represented Tristar at the District level as one of its mystery speakers.

On June 20, members of the club elected a new set of officers for the year 2018/2019. The Executive Committee's goal for this year will be to get more Tristar employees and non-Tristar individuals to enroll while ensuring existing members continue to attend to further their growth both as speakers and leaders.

Toastmasters International rolled out a new program called 'Pathways' which was implemented in March. In line with this, we will help every member to get registered and make sure that more members complete their projects and utilize the resources available in 'Pathways'.

We've changed the timing of our club meetings from starting at 4.45pm to 6 pm to encourage more employees to participate in club meetings after office hours.

We will continue to invite all employees to get enrolled into Toastmasters as the benefits are endless. Aim High Tristar.

Immediate Past President:  
MTM Sravanthi Reddy  
President: TM Sanjit Roy  
Vice President Education:  
TM Dilan Dalmeida  
Vice President Membership:  
TM Rajkumar Biswas  
Vice President Public Relations:  
TM Jayesh Menon  
Treasurer: MTM Sameeta Anup Shankar  
Secretary: TM Sundar Raghavan  
Sergeant at Arms: TM Naveen Krishnan



## CONTINUOUS IMPROVEMENT FIELD TRIP

By **Arundhan Alphones**  
AGM - Operation RTW



As a continuous improvement of the 'Barrier Thinking' module, we brought 54 warehouse staff to the Al Ain Zoo on May 11. The zoo has an educational program called Sheikh Zayed Desert Learning Centre (SZDLC) where visitors can explore interactive and immersive exhibits as well as enjoy multimedia experiences.

With regards to our Safety culture, this tour provided a unique experience, where our staff learned about one of the most dangerous tasks which is the looking after zoo animals. Zoo keepers have various controls in place to ensure that the animals are visible to all visitors without the risk of the visitors being attacked. This concept was employed in the 'Control Barrier Thinking' program where staff were asked to suggest certain

controls that should be put in place to identify hazards and mitigate them so as to limit or eliminate the occurrence of incidents in day to day operations.

During the session, Mr. Shivananda Baikady, GM-RTW, spoke on the relevance of the visit and mentioned that it is part of our learning programs derived from day to day life examples. Zoo is a perfect example for igniting 'Barrier Thinking' among our workforce and the intention is to encourage cultivating such habits at the work place at all levels. A syndicate session was conducted at the zoo itself to test the level of knowledge absorption during the visit to identify the hazards, threats and control barriers and how the same can be applied at home, office and shop floor.

## TRISTAR GUAM TEAM BUILDING 2018

Tristar Guam staff conducted their annual team building on June 1 to boost employee morale, encourage socialization among colleagues, sharpen team working skills, and celebrate team spirit. Four teams were formed to compete against one another to earn one half day-off from work and a group lunch with General Manager K K Vikraman. The team building activities included water balloon fight, fill-the-bucket and beach volleyball. Overall, the objectives were met and it was an effective and successful undertaking.



# CONGRATULATIONS



## Shell Awardees

Tristar customer Shell awarded six staff for 'demonstrating excellent customer first behavior coupled with consistent and relentless support for the year 2017-2018'. Shell Aviation Regional Manager Amardeep Gill presented certificates to Tristar Warehouse team (Pramod Kumar Rai, Sher Bahadur Ale, Baiju Sivadasan) and Operation frontline (Rayan Crasta, Sheridan Dela Rosa and Chakravarthi) for their outstanding support for 100% Aviation deliveries and customer collections during every month end from 2017-2018.



## ExxonMobil Appreciation

Five Tristar staff were given certificates of appreciation by HR Manager Sanjit Roy acting on the encouraging commendation of customer ExxonMobil for reducing tanker timing inside MELUBCO from reporting to and exiting from the gate. The staff are Lorna Unday, Nagendra Penta, Parvez Raza, Lionel Almeida and Sharan Bantwal.



## Picnic at the Park

Fourteen of the more than 20 Tristar drivers and ground staff who enrolled in the English Language session of Smartlife joined other beneficiaries from various companies enjoy a picnic at Safa Park on June 22. The next free English Language session will commence in September.



## CSR Volunteers

Members of the Recyclers Team supervise the loading of paper wastes to be brought to Union Paper Mills for recycling. The team was given a certificate for its contribution in protecting the environment.



## Muraleedhara (Murali) Weds Anjusha

Warehouse 1 forklift operator Murali got married on May 27 in Karnataka, India.



## Iftar at Staff Accommodation

On June 7, Tristar employees celebrated Iftar at the staff accommodation. It was an opportunity for management to thank all drivers and ground staff

for their hard work which has helped Tristar in its success. Group CEO Eugene Mayne addressed the gathering and emphasized on the importance of family, relationships and mainly health. He expressed that it is because of our family that we are all here and if we don't take care of our health, who else will. He wished the employees on the occasion of Ramadan and also a Happy Eid.

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