

2018



SUSTAINABILITY REPORT



**Empowering the Next
Generation for Sustainable
Development**



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GROUP CEO STATEMENT

I am pleased to present our Sustainability Report for the year 2018 titled 'Empowering the Next Generation for Sustainable Development'. This report has been prepared using the widely recognized Global Reporting Initiative (GRI) Standards and highlights our partnerships in achieving sustainability through enabling stakeholder inclusiveness for capacity building for the next generation.

As we continue to focus our attention on growing our business, we must be mindful of the effect of our decision-making process on environment, social and governance issues. We have and will continue our support towards the advancement of the 17 UN Sustainable Development Goals (SDGs) as we have an obligation to recognize and promote the need for sustainability of our environment and to acknowledge the social impact of our business in the communities in which we operate.

Educating the next generation is integral in shaping the societies of the future and therefore in 2018 we extended our continued support towards schools in South Sudan and Kenya, aligned with SDG No. 4 on Quality Education and No. 6 on Clean Water and Sanitation. We live in the age of the 4IR and therefore it is important that we educate children with the right skill sets to give them meaningful opportunities to make a difference to their own lives and that of their families. Therefore, in 2018 we helped build a computer lab at the Gabat School in Juba, the capital of South Sudan in order to facilitate the development of new skills for school going children. Gabat School is now the first school in the country to host a computer lab.

Here at home in the GCC, we continue advocating for Road Safety and have worked in partnership with authorities such as the Dubai Chamber Sustainability Network to support SDG No. 3 on Good Health and Well-being, specifically Target 3.6 to 'halve the number of global deaths and injuries from road traffic accidents'. In recognition of our continuous in promoting road safety, we were awarded the prestigious RoSPA Gold Award for the seventh time.



“We are all in this together and our cause is common: Let us leave no one behind.”

In support of the World Environment Day call to action to Beat Plastic Pollution, we have stopped the use of single-use plastic at our head office and other locations. In 2018, we have also reduced our water-use intensity by 21% compared to the previous year and have introduced the reporting of Scope 3 emissions as part of our endeavor to measure and reduce and our carbon foot print with use of renewables and clean fuels.

Looking forward, we plan to strengthen our partnerships with the UN Global Compact, Dubai Chamber, local authorities and other NGOs in the areas where we operate, to create and promote safer, robust and sustainable communities. We at Tristar believe that Business for Purpose must rank at par with Business for Profit and we will continue to champion this mission in the years to come.

Eugene Mayne

SIGNIFICANT ACHIEVEMENTS

7th consecutive Sustainability Report

Strategic Transformation of the CSR Steering Committee Framework

Reduced our Group Water Use Intensity by 21%

Building of new sanitary facilities in Kiserian Primary School in Kenya

Introduction of the first school with computer lab in South Sudan

Sponsored education of two orphans in Kenya

Successful transition from OHSAS 18001:2007 to the latest ISO45001:2018

Implementation of Apex HSEQ & Sustainability Committee

Replacement of over 300 LED lights in UAE, Oman, Haiti, and Tanzania

8th consecutive year for blood donation in Tristar HQ

Growth in Revenue by 35%

Tristar Pakistan achieved ISO9001: Quality Management System

Stopping the use of single-use plastic at several offices

6th consecutive year of Tristar Toastmasters Club

Recycled over 37,650 kgs of waste across all operations

NEXT STEPS

Feasibility of Renewable Energy Alternatives

Road Safety Seminar in KSA

Strengthening commitment to Fair Labor and Anti-Corruption

AWARDS



Gold Award from RoSPA



Happiness @ Work Award in Best Workers Welfare Programme category



Outstanding Achievement at Tank Storage Awards



Best Maritime Company Award from DMCC Member Awards



Future Accelerator in Transportation and Logistics and Cyber Security Team of the Year from Cyber Resilience and InfoSec Awards



Logistics Service Provider of the Year from Oil & Gas Middle East



Corporate Happiness Award in Private Sector from Daman Corporate Health Awards



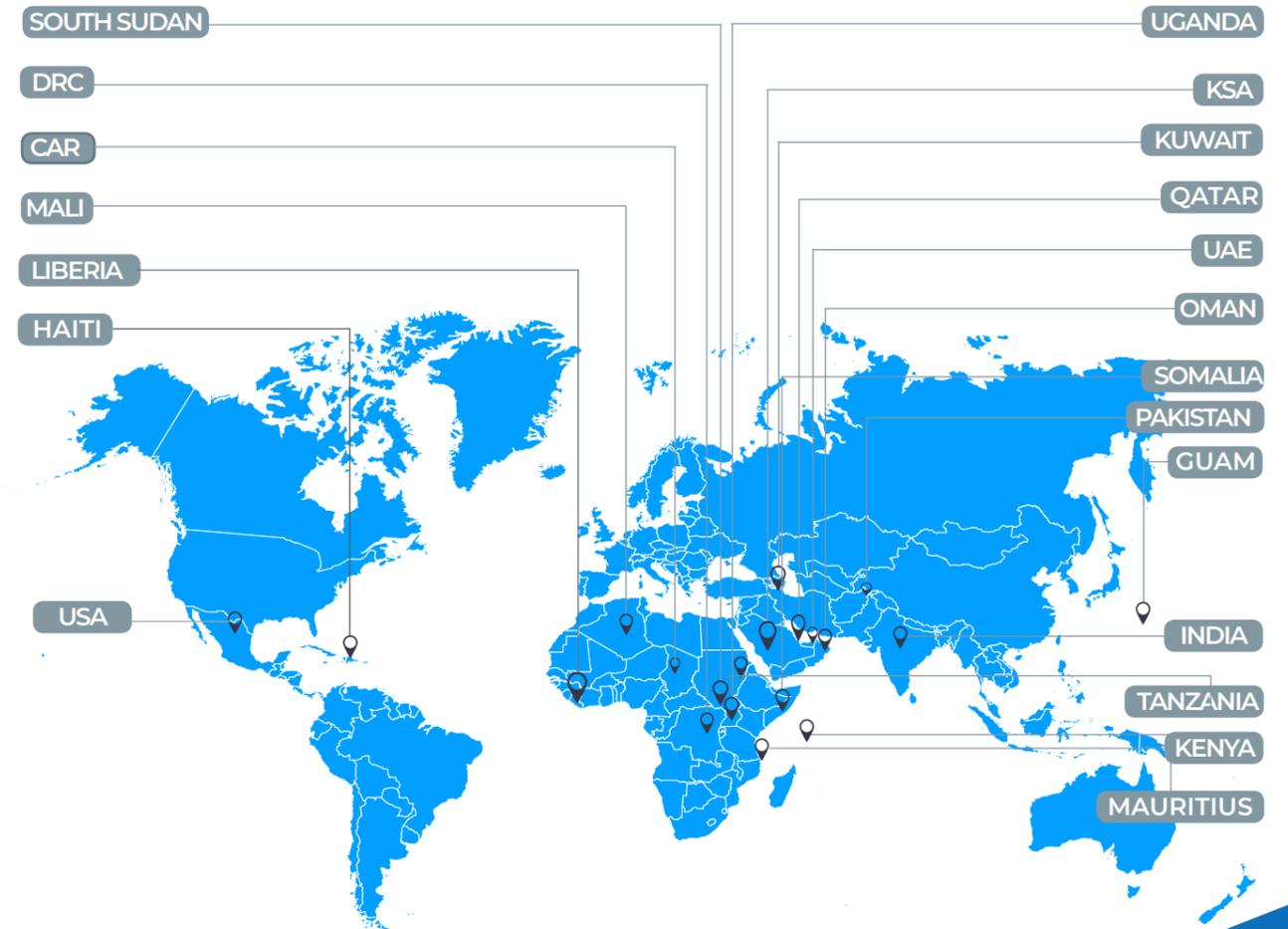
Technology Implementation of the Year Award from Logistics Middle East Awards 2018

ABOUT US



SINCE 2011, TRISTAR HAS BEEN A SIGNATORY MEMBER OF THE UNITED NATIONS GLOBAL COMPACT WITH COMPLIANCE TO THE PRINCIPLES ON HUMAN RIGHTS, ANTI-CORRUPTION, LABOR AND ENVIRONMENT.”

GLOBAL PRESENCE



REPORTING FRAMEWORK

A RESPONSIBLE BUSINESS

Established as a safe and responsible business, Tristar offers a fully sustainable integrated liquid logistics services to the petroleum and chemical industries across 20 countries and territories. Tristar has since expanded its services through versatile and successful integration of new systems and technologies that meet the needs of its clients and stakeholders.

With specialized services in handling hydrocarbons, lubricants, chemicals and liquid gases, Tristar manages dedicated facilities in various sectors across road transport, warehousing, fuel farms, turnkey fuel supply operations, into plane fuel services, chemicals and lubricants distribution, and ship owning and chartering for clean petroleum products.

Since 2011, Tristar has been a signatory member of the United Nations Global Compact with compliance to the Principles on Human Rights, Anti-Corruption, Labor and Environment. Operating in the storage and distribution of hazardous products, Tristar is an industry leader when it comes to safety.



SCOPE AND LIMITATIONS

Tristar's seventh consecutive Sustainability Report has been developed in line with the Global Reporting Initiative (GRI) Sustainability Reporting Standards with the theme, Empowering the Next Generation for Sustainable Development.

GRI helps businesses analyze and communicate their impact on crucial sustainability issues as well as lead the action with the involvement of stakeholders. This report has been prepared in accordance with the GRI Standards: Core option.

The scope of this report covers 16 countries: UAE, Oman, Kuwait, Qatar, Saudi Arabia, Pakistan, Guam, Haiti, South Sudan, Democratic Republic of Congo, Uganda, Kenya, Tanzania, Central African Republic, Somalia, and Mali. Tristar's commitment to the United Nations Sustainable Development Goals and Global Compact Ten Principles are

outlined through the course of this report.

The GRI Index Table present in the report includes references to the UN Sustainable Development Goals based on the mapping tool published by the SDG Compass.

TRISTAR IS COMMITTED TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS AND GLOBAL COMPACT TEN PRINCIPLES

TRISTAR'S 7TH CONSECUTIVE SUSTAINABILITY REPORT



VISION

To be a globally recognized Ship Owning and integrated Liquid Logistics company offering best in class services without compromising our core values and commitment to manage our business to the highest health, safety, environmental and compliance standards.



MISSION

To develop and retain a qualified workforce to offer pre-eminent customer service, grow shareholder value and respect communities in which we conduct our business.

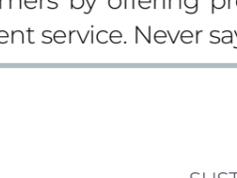
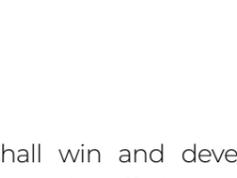
CORE VALUES

We shall respect the rights of our employees, whilst also providing good and safe conditions of work for them.

We shall conduct our business in a socially responsible manner consistent with local regulations as is deemed fit for a good corporate citizen.

We shall respect the rights of our employees, whilst also providing good and safe conditions of work for them.

We shall protect the investments of our shareholders and work towards providing them acceptable returns.



We shall not encourage any untoward payments while conducting our business.

We shall develop good business relationships with our suppliers as well as maintaining long-term relationships with them.

We shall win and develop the loyalty of our customers by offering prompt, reliable and pre-eminent service. Never say NO to our customers.

CORE BUSINESS SERVICES



Road Transport



Warehousing



Ship Owning & Operation



Lubricants Distribution



Chemical Distribution



Turnkey Fuel Supply

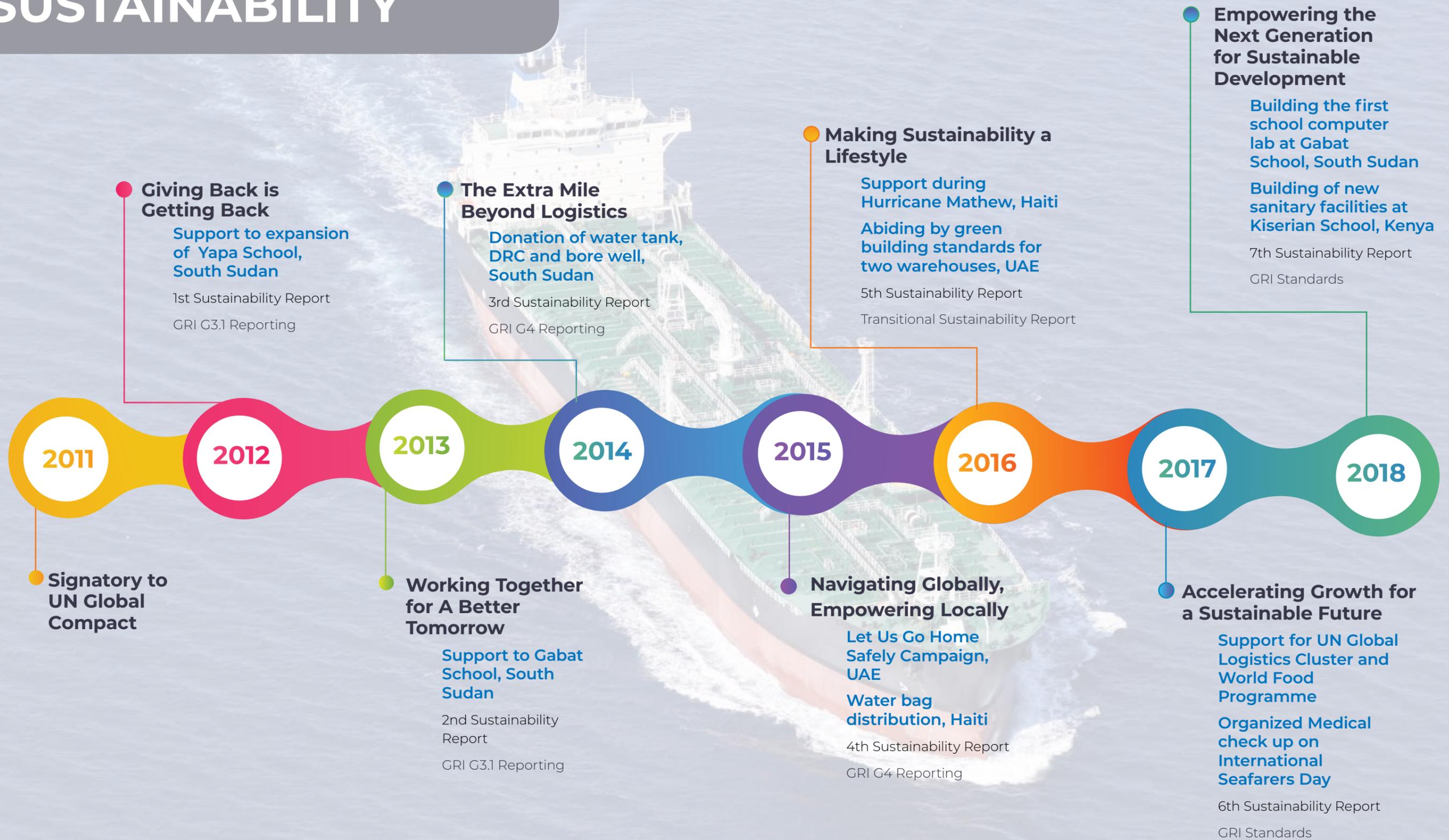


Into Plane Refueling



Fuel Farm Management

BUILDING SUSTAINABILITY



BUSINESS HIGHLIGHTS

TURNKEY OPERATIONS

In Turnkey operations, Tristar successfully mobilized the Aviation Facility in Kismaayo, Somalia for into plane refueling operations as well as fuel installations for handling diesel operations in Yei, South Sudan. During 2018, Tristar had mobilized Fuel Installations for enhancement of Fuel storage capability of Jet A1 operations and Vehicle Dispensing Point (VDP) facilities in Timbuktu, Douentza, Mopti, Goundam, Gao and Kidal in Mali.

As part of local community inclusion in operations, Tristar has been involving Malian Nationals in executing the contractual obligations through providing opportunities to Malian Entities for Engineering and Construction of the fuel installations as per International Industry Standard.

During a hostile situation at Tessalit with road blockages, Tristar ensured the supply of fuel from Bamako to the Tessalit site by air. Tristar supplied 1199 drums of Jet A-1/Diesel (240,400 liters) in a safe and responsible manner during this operation.



RTW BUSINESS WINS

The Road Transport and Warehousing businesses in the UAE signed new contracts with Ecolab for the distribution of its products within the UAE, as well as with Total for the distribution of its bulk lubricants within the UAE. In 2018, Tristar renewed the contract with Shell for warehousing and distribution of its products for another three years.

Tristar's JV in KSA, United Stars, signed a contract with Sabic on February 1 for the transportation of gases (Liquid Nitrogen, Liquid CO₂ and other types of gases) for three years. The contract covers domestic transport and GCC transport.

United Stars won another key project with Ecolab for storage of goods at its newest warehousing facility in Dammam.

Tristar Oman was awarded a key contract with Al Maha for transportation of petroleum products to fueling stations. It also entered into a new contract with Oman Oil Company for transportation of products in Oman.



CHEMICAL AND FUEL TERMINAL ACQUISITIONS

Tristar acquired the Shell Chemicals terminal at Jebel Ali Free Zone in Dubai, UAE during the second half of 2018. The terminal is situated on a 21,000 square meter water facing lot and consists of nine above-the-ground storage tanks with a capacity of 5,505 cubic meters. This provides our customers with access to a truly turnkey and fully integrated distribution service with handling of bulk imports, storage and distribution.

Also in the second half of 2018, Tristar acquired a 300,000-barrel crude oil terminal that feeds into the deep water port of Louisiana, USA. Through this acquisition, Tristar enters the shale oil industry in the US and complements Tristar's current fuel farm business. The existing fuel farm situated in the Pacific Island of Guam is the largest fuel storage terminal in the Pacific covering over 237 acres with a capacity of 500,000-barrels.

SHIPPING HIGHLIGHTS

While the shipping markets are a challenging market, Tristar has recognized the opportunity to cautiously expand this segment of logistics as part of its integrated strategy. A total of three vessels have been commissioned in 2018 when

our subsidiary, Eships, re-entered the Dry Bulk market. Additionally, six brand new vessels are scheduled for delivery in 2020 as part of a business contract with Shell.

ADOPTION OF LATEST TECHNOLOGY

DRIVER FATIGUE MANAGEMENT

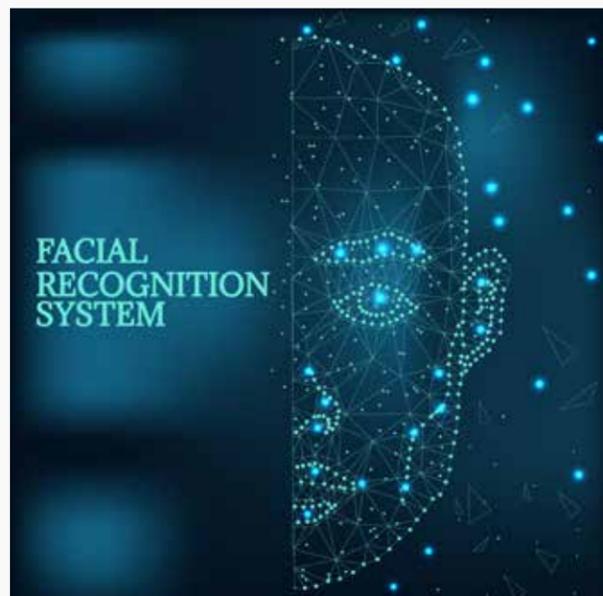
As part of Tristar's adoption of the newest technology and increasing safety initiatives, 50 vehicles were fitted with the latest state of the art Driver Fatigue Management System.

We started with two trucks as Proof of Concept in the month of January 2018 and by September 2018 we had installed it in 50 trucks across the UAE covering different customer routes.

According to the World Health Organization, it was reported that up to 20% of all global road traffic fatalities are caused by driver fatigue. In order to take preventive measures to avoid accidents, Tristar initiated the usage of the latest in-vehicle alert system - state of the art facial recognition technology.

The monitoring system has been very successful and in the future, by 2019, our plans are to deploy and expand the fatigue-monitoring system for other trucks on our fleet.

The company has already completed a successful first phase of a comprehensive driver fatigue-monitoring program. As part of the system, there is a dedicated camera which works using infra-red that is operable both in daylight and in the night time that tracks a driver's facial expressions/eyes to ascertain if they are feeling fatigued, or are being distracted on the road.



The device's onboard computer then sends video clips of potential fatigue/distraction observations to a monitoring center, for human verification, after which the journey management team is alerted and then a team member can contact the driver when the vehicle is stationary to advise the driver to rest until he is refreshed. This has yielded substantial results post its implementation.

ACQUISITION OF NEW EURO IV FUEL-EFFICIENT TRUCKS

Tristar acquired over 100 trucks for its Abu Dhabi operations with the European Emission Standard (Euro) IV, a standard introduced by truck manufacturers in the UAE in 2018. At Tristar Oman, 30 new Euro IV tankers were acquired as part of its operational expansion.



The trucks offer automatic transmission, a type of motor vehicle transmission that can automatically change gear ratios as the vehicle moves. This offers better maneuverability, traction and additional driver comfort and increases fuel efficiency using latest engine technology.

Active Brake Assist 2

Tristar has also acquired a number of new trucks with the latest active and passive safety technology including Active Brake Assist 2 to help avoid dangerous collisions. Besides the standard electronically controlled Telligent braking system with Anti-lock braking system (ABS) and Acceleration skid control (ASR), the truck is also equipped with the optional

Active Brake Assist. The Active Brake Assist system operates with three radar beams, which constantly scan an area of 1 to 200 meters ahead of the truck. The Active Brake Assist helps to avoid dangerous rear-end collisions through radar detection of a hazard through a visual, audible alert and partial braking maneuver depending on the severity of the situation.



MATERIALITY ASSESSMENT

GROUP CUSTOMER SURVEY

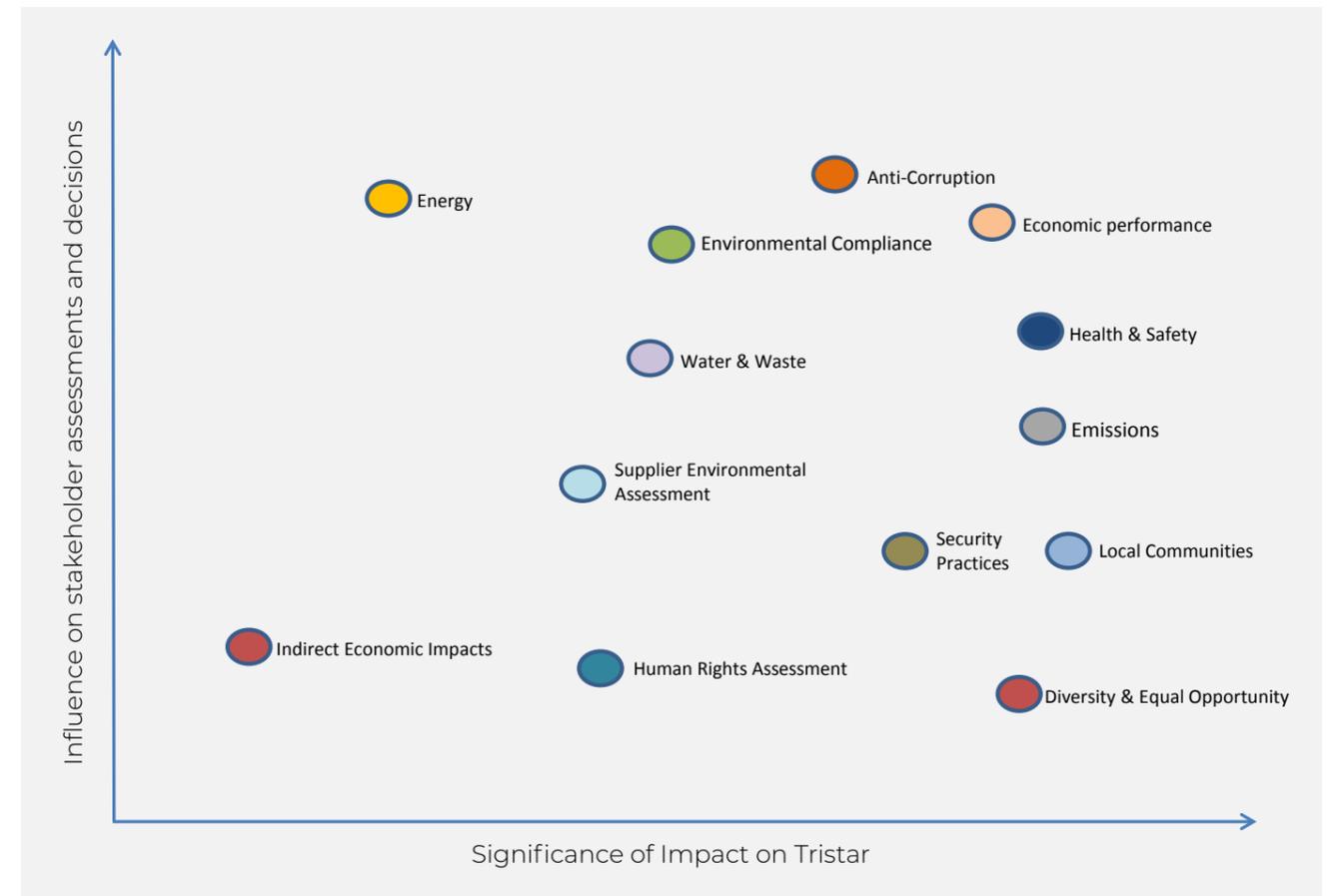
The below feedback was collected from key customers through a detailed online survey.

-  90% of respondents agreed that Tristar delivers results and quality as per their expectations.
-  100% of customers were satisfied with the accessibility and approachability of Tristar's Senior Management.
-  100% considered Tristar as one of their preferred suppliers.
-  95% stated that communication from Tristar was transparent, factual and timely.
-  89% reported that all Tristar deliveries adhered to safety and quality requirements.

SOCIETY SURVEY

Tristar's society survey was conducted through tailored surveys for 6 specialized stakeholder categories.

-  100% of governmental entity partners reported that Tristar responds to their needs as a stakeholder.
-  86% of governmental partners responded that Tristar's operations were being conducted in line with International Best Practices
-  100% of NGO and other relevant organizations responded that their partnership with Tristar ranged from strong to extremely strong.
-  100% of Groups and Trade Associations see Tristar as a responsible business.
-  100% of stakeholders reported that they can trust Tristar in the long run.



Tristar conducted an external stakeholder meeting on September 26, to gather information from the community regarding Tristar's sustainability material topics and sustainability reporting scope. Customers, suppliers, government regulators, community partners and a representative of the United Nations Global Compact (UNGC) attended

this workshop. The stakeholders completed a Materiality Assessment form that contains the Ten Principles of the UNGC covering labor, human rights, environment, and anti-corruption.



OUR GROUP CHIEF EXECUTIVE DRIVES THE OVERALL MANAGEMENT AND CONTROLS THE BUSINESS AFFAIRS OF THE ORGANIZATION.”

CORPORATE GOVERNANCE

GOVERNANCE

Since its inception in 1998, Tristar has committed to maintaining a culture of ethical behavior and compliance aligned with our Core Values and Business Principles. Our aim is to demonstrate best-in-class corporate governance approach in our journey to excellence. Corporate Governance in Tristar involves accountability, managing the business with Code of Ethics, ensuring regulatory compliance, overseeing policy matters and balancing the interests of all stakeholders viz. employees, shareholders, customers, suppliers, government and community.

The Board of Directors is the highest level of Authority within Tristar, constituting experienced business leaders with diverse expertise and proficiencies, and are responsible for sustaining and enhancing the long-term value of Tristar for the stakeholders by conducting a responsible and profitable business.



OUR BOARD COMMITTEES

Business Code of Conduct

Tristar operates in a responsible and ethical manner in compliance with the set Code of Conduct that is communicated to all employees through the Business Ethics Policy. Tristar’s commitment towards anti-corruption and human rights protection is highlighted through this policy

with provision of direct mode of communication for anyone to report any violation to the top management. In the year 2018, no anti-corruption or human rights violation were reported.

COMMITTEES

Our Group Chief Executive drives the overall management and controls the business affairs of the organization. All key leadership decisions are taken collectively with appropriate approval from the Board. The Board relies on the integrity and diligence of senior management, external advisors and auditors to oversee Tristar's overall performance objectives, organizational initiatives, annual budgets and financial plans, investments, risk management practices and corporate governance initiatives.

The Board has established three committees that will report directly to it; the Audit Committee, Investment Committee and Nomination & Remuneration Committee to handle specific matters and to streamline decision-making.

Tristar has a well-established organizational chart for the diversified business in all 20 countries and territories in which we operate. There are four distinctive Business lines that are headed by General Managers including Road Transport & Warehousing, Turnkey Fuels, Fuel Farm and Terminal Management and Shipping Operations. We have a well-established Finance department headed by a Group Chief Financial Officer (GCFO), who manages the entire process of budgeting, monitoring, analysis and reporting of financials

for each entity using the Enterprise Resource Planning (ERP) System. We are subject to external financial audits at the end of every year while internal audits and customer audits happen throughout the year.

The Group Chief Administrative Officer (GCAO) heads support functions including HR, IT, Business Excellence, CSR, Corporate Communications and Procurement.

Matters related to Sustainability, including health, safety, environment and quality come under the purview of the Group HSEQ and Sustainability Manager, who coordinates with relevant stakeholders and international organizations on key sustainability matters.

Furthermore Tristar has four major committees; the CSR Steering Committee, the Tender Committee, the IT Steering Committee and the Management Committee, which are chaired by our Group Chief Executive .



CSR STEERING COMMITTEE FRAMEWORK

The Tristar CSR Steering Committee is actively involved in upholding the CSR policy, implementing the CSR projects, updating the CSR budget and monitoring the CSR activities across the group network. The committee is led

by Tristar Group Chief Executive Officer (GCEO) and guided by Group Chief Administrative Officer (GCAO), and consists of selected department heads, managers and advisors with clearly defined roles and responsibilities.



The CSR Steering Committee along with the management consider and discuss crucial community and environmental issues within the scope of our business during the monthly

meetings. The implemented results and progress on addressing community needs are also clearly communicated with stakeholders.

OVERVIEW OF ECONOMIC PERFORMANCE

Road Transport, our core logistics business has been awarded new important contracts in KSA and Abu Dhabi, which is forecasted to provide additional growth in the coming year. Similarly, in our Shipping segment, we acquired three vessels specialized for the dry bulk market.

Turnkey Fuel Operations grew substantially due to the full commissioning of operations in Somalia and Mali. Additionally, Tristar had a successful renewal of the UN contract in South Sudan and the acquisition of a new Chemical terminal in UAE. With the aim to continuously grow and expand, Tristar Group purchased a new fuel farm facility in Louisiana, USA.

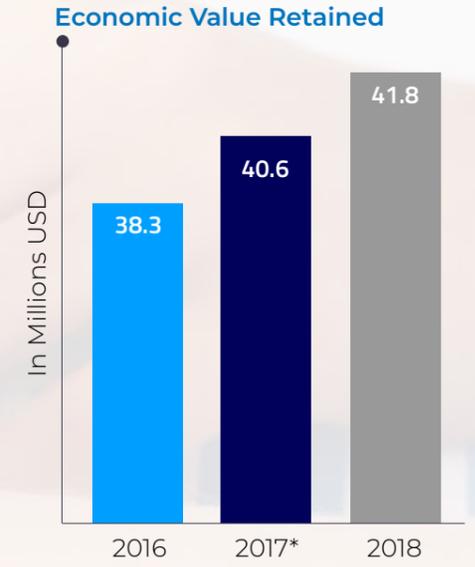
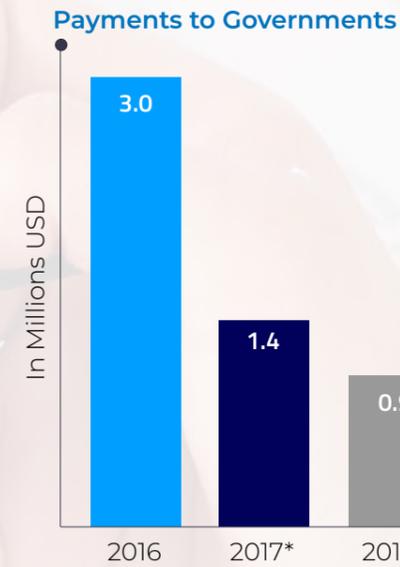
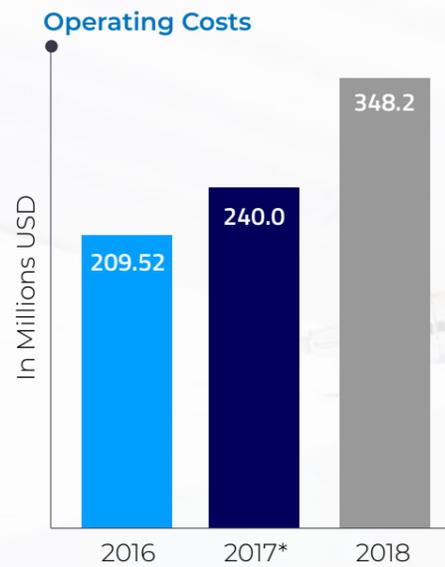
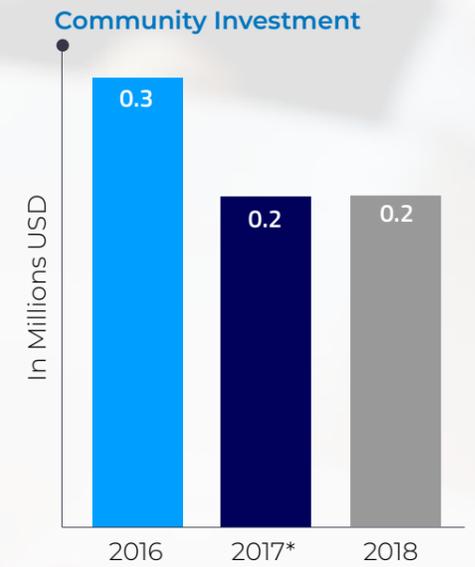
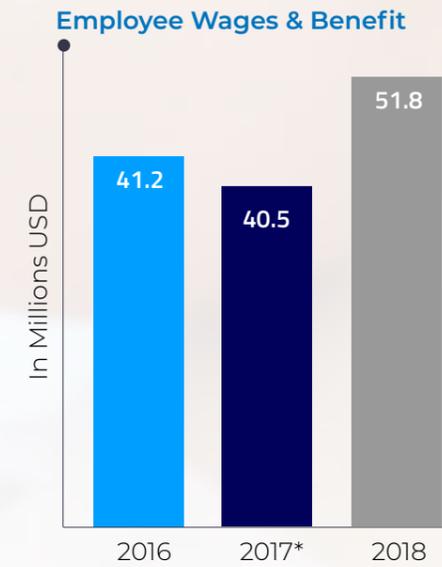
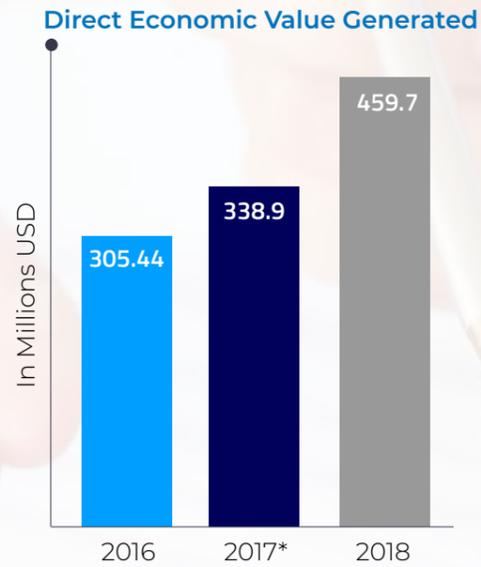


TRISTAR ACHIEVED A 35% INCREASE IN REVENUE FROM THE PREVIOUS YEAR."



FINANCIAL DATA

In 2018, Tristar Group confirmed its growth trend, achieving USD 460 million in sales, with a 35% increase from the previous year, with EBITDA that reached USD 93.5 million.



*Data has been updated in accordance with the new International Financial Reporting Standards.

PRESERVING THE ENVIRONMENT

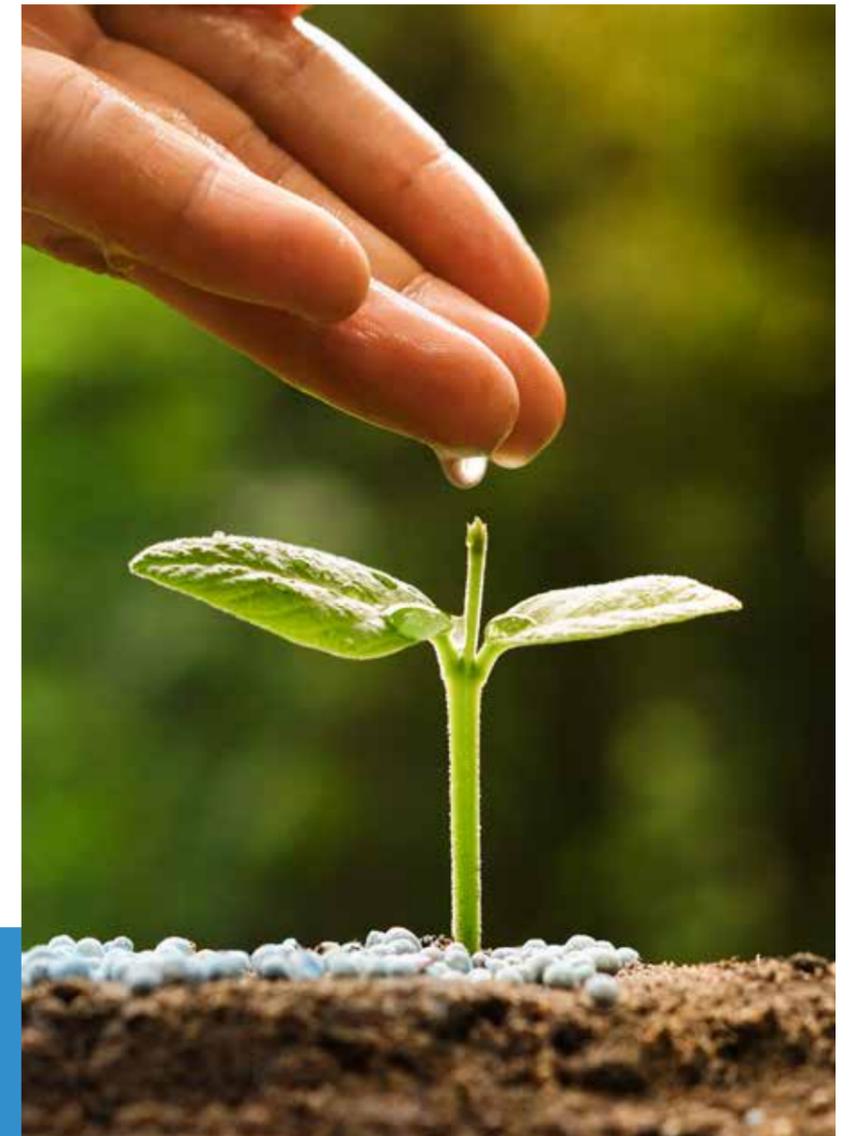
WATER

Tristar understands the importance of water as one of the most valuable natural resources essential for life and is committed to using water conservatively and efficiently. Water is the largest natural resource, however with only 3% available as freshwater, demand-supply issues for this resource are quite apparent.

Water intensity as usage per employee is published in this year's Sustainability Report for more accurate comparison with the baseline. The average 2017 water consumption per employee has been set as the baseline due to similar scope of operations. It is to be noted that the consumption is exclusive of water consumption from the tanker washing services which is offered by Tristar in certain operations and irrigational purposes.

In Tristar UAE 3,559 tankers were washed as part of our service offering for cleaning vehicles and ISO tankers. It is imperative to note that the total water consumption in UAE, South Sudan and our shipping vessels include employees who live 24/7 at the company accommodation and the vessels.

There was a noted 21% decrease in water-use intensity from the previous year due to implementation of several initiatives.



WE AIM TO PROTECT NATURAL RESOURCES AND WE HAD ACHIEVED A 21% DECREASE IN WATER USE INTENSITY FROM THE PREVIOUS YEAR THROUGH VARIOUS INITIATIVES.”

Water use per employee in KL

ANALYSIS PER EMPLOYEE	2016	2017	2018
UAE	44	51	49
Oman	25	20	11
Kuwait	113	14	16
Qatar	45	59	53
KSA	5	12	10
Pakistan	1.67	0.93	0.43
Haiti	3.47	1.50	1.72
Guam	128	89	106
Kenya	0.14	0.22	0.26
CAR	181	47	49
Uganda	25	24	18
DRC	N/A	N/A	3
Tanzania	8	5	24
Somalia	N/A	N/A	32
Mali	N/A	N/A	0.20

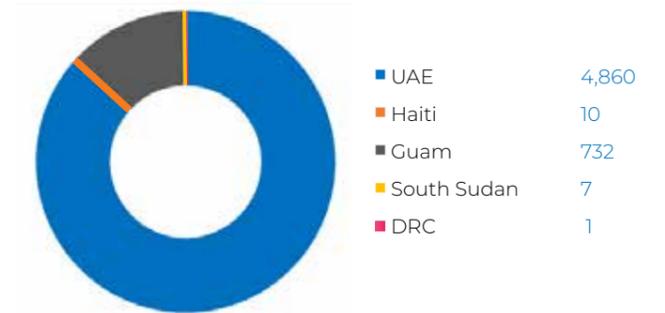
GROUP WATER CONSUMPTION PER EMPLOYEE	42	37	29
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*South Sudan APCL operational data added from 2017

In order to reduce Tristar's use of fresh water consumption, Tristar has proactively initiated several water recycling and reuse projects in UAE, Haiti, Guam, DRC and South Sudan.

In the UAE, the Effluent Treatment Plant at our JAFZA South operations recycles hazardous waste water. All the water recycled by the plant is reused for irrigation and the first washing of vehicles. The consumption of 4,860 kiloliters of fresh water was therefore reduced in the year 2018.

Water reused in 2018 at Tristar operations in KL



IMPROVING SANITARY FACILITIES AT SCHOOLS

Tristar has taken initiatives related to UN SDG No. 6 Target 6.2 to 'achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations by 2030'.

After viewing the dilapidated and unhygienic sanitary conditions at Kiserian Primary School in Kajiado County, Kenya, Tristar made the decision to help build new sanitary facilities.

We turned over two new sanitary facilities for both boys and girls at the school. Tristar Group CEO Eugene Mayne inaugurated the project, which also comprised Bio-digesters, modern cisterns and flowing water, and sanitary bins and hand wash dispensers.

The school's assembly area was also renovated with bricks to make it a good place for pupils to assemble and play especially during the rainy season. The school has a population of more than 2,000 students and almost 50 teachers who will benefit from this facility upgrade.



ELECTRICITY

With a goal to reduce its dependence on fossil fuel generated electrical energy, Tristar has initiated several projects across its operations. Energy intensive conventional lights have been replaced with LED lights at our UAE, Oman, Haiti and Tanzania operations and renewable solar lamps are used exclusively at our Haiti facility. Furthermore, Tristar aims to assess the feasibility of solar energy infrastructure at other operations in line with UN SDG 12 on Responsible Consumption and Production and SDG 13 on Climate Action.

The electricity consumption from our different operations are displayed in the following section.

Increased operations and employee strength in 2018 are primary factors for the increase in electricity consumption across the group. Additionally, operations have expanded in Abu Dhabi and Sharjah (Tricore) due to increased business contracts. Tanzania also had full-scale operations and increased workforce in 2018 as compared to the previous year.

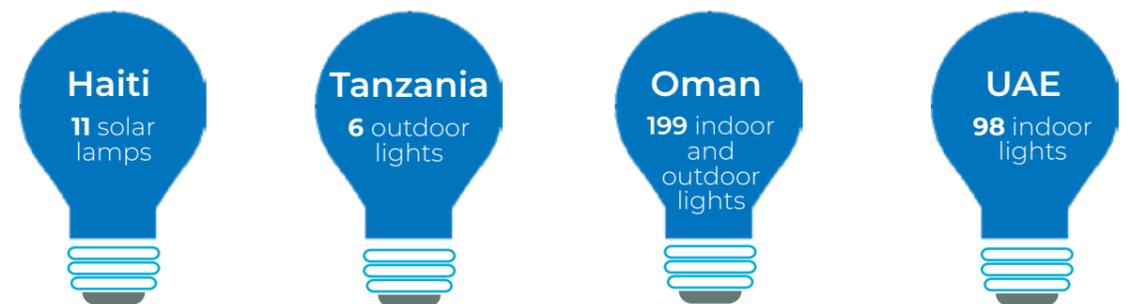


Electricity consumption in MWh

COUNTRY	2016	2017	2018
UAE	2,077	2,536	3,133
Oman	90	90	79
Kuwait	No meter	No meter	No meter
Qatar	44	45	43
KSA	24	39	42
Pakistan	36	35	43
Haiti	0.25	0.17	0.14
Guam	417	390	388
Kenya	24	18	26
CAR	216	229	229
Uganda	7	9**	9
DRC	N/A	N/A	1
Tanzania	17	15	11
Somalia	N/A	136	327
Total	2,952	3,542	4,331

Electricity consumption is not accounted in our shipping vessels as they derive energy from generators, which is inclusive of the overall diesel consumption.

LED LIGHTS REPLACEMENT



FUEL

Fuel is a major non-renewable resource used in our operations as an integrated logistics service provider. Diesel engines are reported to be one of the most efficient type of engines available today, however, diesel use is also known to be a large contributor to environmental pollution worldwide. With the responsibility to use this resource efficiently, Tristar continuously measures

and implements strategies to reduce fuel consumption in alignment with UN SDG 12 on Responsible Consumption and Production. This has led to the reduction of diesel consumption at our UAE headquarters operations. The increase in fuel consumption in 2018 can be accounted for by the 7.3% increase in distance driven and increased operations as compared to 2017.

FUEL EFFICIENCY INITIATIVES

In our Pakistan operation, three vehicles were inducted with air suspension which increases fuel efficiency and reduces tire pressure, making the vehicle lighter to maneuver and reducing maintenance cost. In Oman, fuel sensors have been installed to tankers to accurately measure

and conserve fuel. Continuous training for drivers on fuel-efficient driving and awareness have also impacted the fuel consumption in the year 2018. All the new vehicles purchased by Tristar UAE are fuel-efficient and are able to save 20% on fuel consumption.



Fuel consumption from sixteen operations in kiloliters

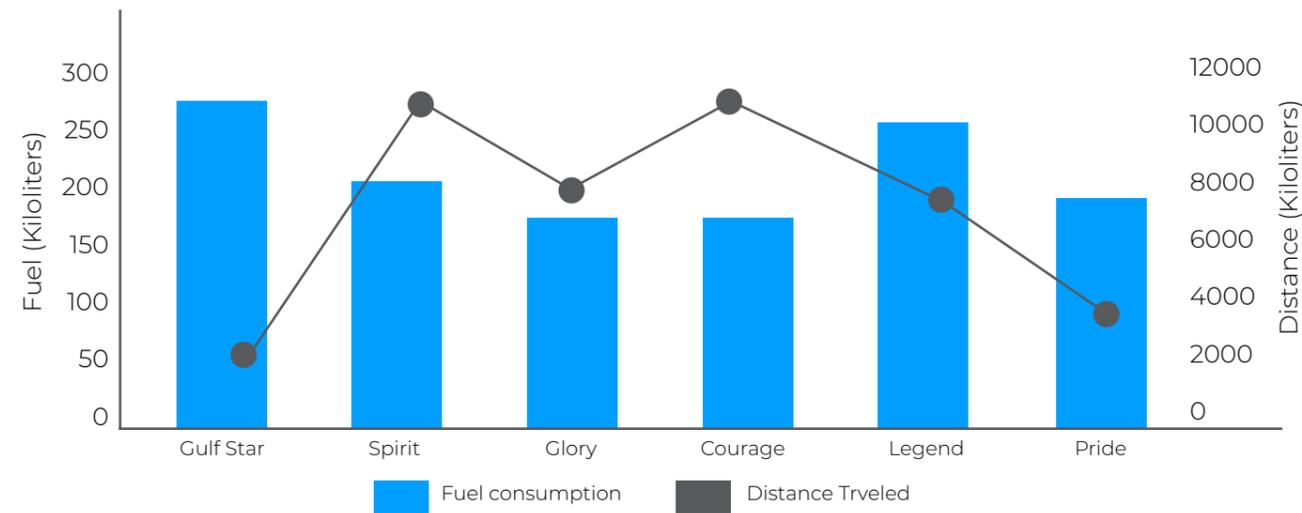
COUNTRY	2016	2017	2018
UAE	6,614	7,599	7,300
Oman	1,200	1,394	1,491
Kuwait	1,048	1151	1,147
Qatar	204	222	181
KSA	1,488	937	1,031
Pakistan	40	2,163	2,365
Haiti	158	136	70
Guam	56	61	52
Kenya	1,320	1,005	1,526
CAR	536	574	574
Uganda	110	9	6
South Sudan*	867	1,052	1,129
DRC	NA	NA	63
Tanzania	227	129	435
Somalia	N/A	68	143
Mali	N/A	70	333
Total without shipping	13,868	16,570	17,846
Shipping all operations*			67,293
Total Group Fuel Consumption			83,655

*Shipping included in this year's measurement (15 vessels included as part of the measurement). South Sudan APCL operational data added from 2017.

FUEL EFFICIENCY IN VESSELS

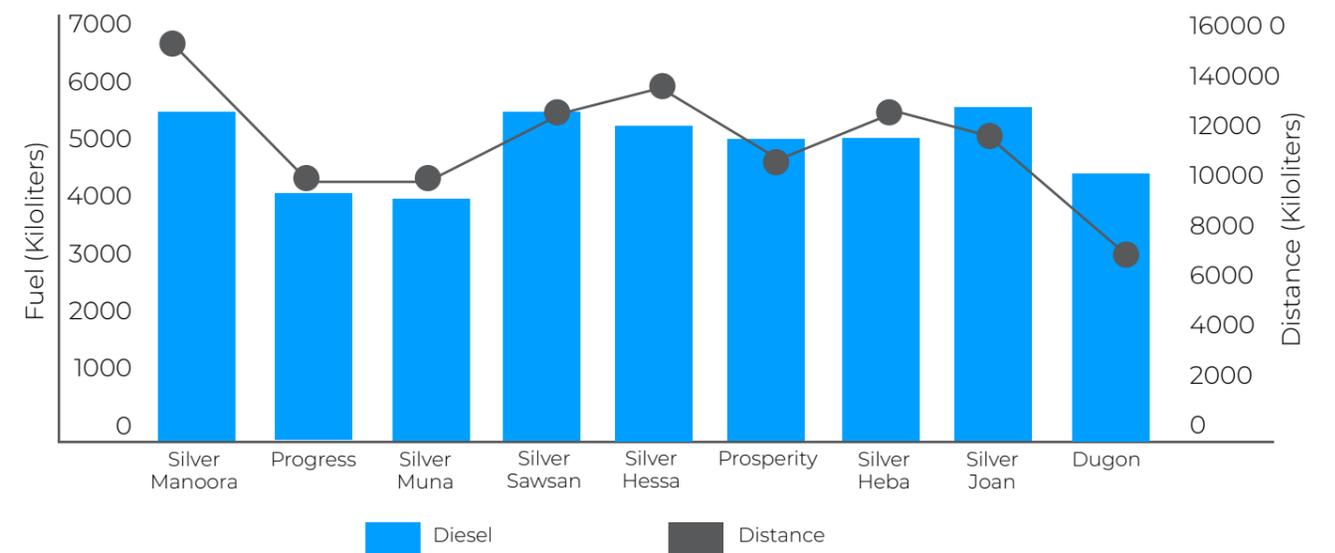
Tristar has extended our scope of environmental impact to include the fuel consumption from our Shipping sector, namely, for 15 of our Coastal and Ocean going vessels.

Fuel consumption from Tristar coastal vessels



Note: The main reason for the difference in fuel consumption of Gulf Star compared to the other vessels is that this vessel travels very short distances while the generator is operational full time for power whereas the others travel for longer distances due to the service they provide. Hence, the noted difference when comparing distance traveled versus fuel consumption for these vessels. The crew live on the vessel full time during a period of nine months.

Fuel consumption from Ocean Vessels



At Tristar we focus on fuel efficiency, reducing our environmental impact and going above and beyond environmental compliance.



Fuel Saving Propeller Boss Fin on our vessels

The reduction of fuel consumption and carbon emissions are two of the main concerns of shipping industry today. On our vessels, we have adopted the following to focus on fuel efficiency and to reduce our carbon footprint.

Most of our vessels have the energy saving device HI-FIN from Hyundai Heavy Industries attached at the hub of the ship propeller, which leads to high fuel efficiency and cost efficiency.



ACE system for vessel auto pilot

Tristar plans to install ACE (Advanced Control of Ecology) system for its new build project which leads to less route deviation, shorter sailing distance, which would result in 1~2% reduction in fuel consumption.



Modifying Ship's Bow

Modifying a ship's bulbous bow is an efficient way to reduce fuel consumption and carbon emissions from ships. We ensure our future purchase of vessels incorporate this technique in order to improve fuel consumption. Tristar proactively adopts the latest technology and industry standards for fuel efficiency and reduction in adverse environmental impact.

The vessels and sea are home to our seafarers and their daily lives are adopted to ensure the overall protection of the environment for a sustainable future. We also ensure that during instances of idling such as during the loading and discharging of our vessels, the vessels run on slow steaming function for improved fuel efficiency and carbon emission reduction.

PAPER CONSUMPTION

Paper is a natural resource and an integral part of development which is used in our business operations. Therefore, we take efforts to ensure there is an efficient use of paper with the aim to consume FSC/PEFC certified paper, which is responsibly sourced in support of UN SDG No. 12 on Responsible Production and Consumption.

In several of our operations including our headquarters in UAE, we have observed a decrease in paper consumption due to awareness and smart printer management with user authentication, double side printing and other printer setting alterations.

Paper consumption per operation in kilograms

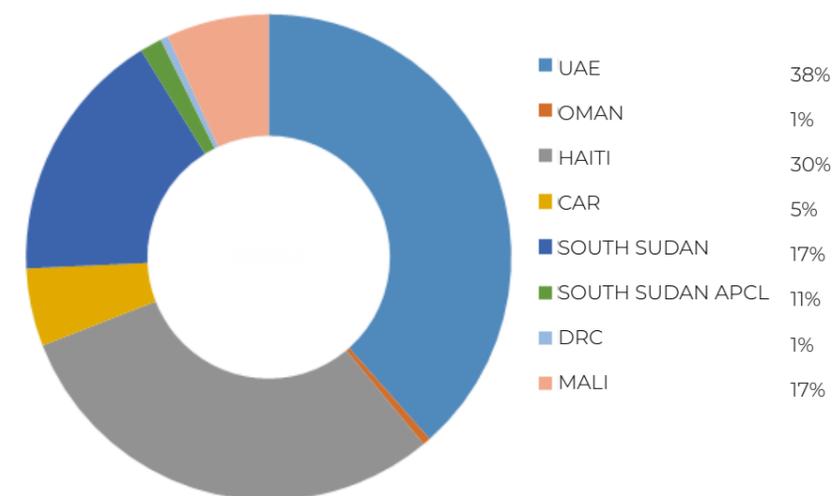
COUNTRY	2016	2017	2018
UAE	5,952	5,862	5,612
Oman	275	295	310
Kuwait	125	125	100
Qatar	195	180	140
KSA	90	92	98
Pakistan	85	82	90
Haiti	860	635	467
Guam	305	120	329
Kenya	NA	400	450
CAR	450	454	450
Uganda	395	75	50
South Sudan*	121	841	798
DRC	NA	NA	12
Tanzania	NA	12	150
Somalia	N/A	141	157
Mali	N/A	144	432
Total	8,853	9,458	9,645

South Sudan APCL operational data added from 2017

WASTE

Tristar has taken steps to curb the use of single-use plastic in its offices in support of the 2018 World Environment Day's theme 'Beat Plastic Pollution. This integral step towards environmental protection has already been implemented at our headquarters in UAE, Guam and South Sudan operations and will be expanded to other operations.

Total recycled amount in Tristar operations



Other materials used as part of our operations such as paper, metal and plastic are recycled through partnerships with local recycling organizations, showcasing our commitment towards UN SDG No. 12, specifically Target 12.5 that by 2030 to 'substantially reduce waste generation through prevention, reduction, recycling and reuse.' With significant increase in recycling through collaborative efforts from employees at Tristar in 2018, a more ambitious target for waste diversion has been set for the upcoming year.



LIFE AT SEA

In support of SDG No. 14 on Life on Water, Tristar ensures that our shipping vessels operate in an environmentally sustainable manner using the below mentioned features.



Vessel Hulls are coated with low friction tin free Anti-fouling paints

Tristar vessels are fitted with Anti-fouling paints, which reduce the friction when the vessels are steaming through the water and leads to lesser fuel consumption. The paints are tin free leading to prevention of contamination of the seawater.

Environmental Acceptable Lubricants (EAL Grease)

Wires and equipment onboard Tristar vessels which may come in contact with the seawater are ensured to be coated with Environmental Acceptable Lubricants (EAL Grease) which are bio-degradable in nature.

Air Guard Stern Tube Seals

Tristar vessels are fitted with anti-pollution lip type seal used in combination with oil lubricated stern tubes of conventional propulsion systems. The air guard seal is an extra security and completely separates the stern tube oil and the seawater by an air barrier.

EMISSIONS

Climate change is a global issue with significant effects such as extreme weather events, sea level and temperature increase. Acknowledging our carbon emission impact as a logistics service provider, Tristar measures and initiates various mitigation mechanisms to reduce our carbon footprint.

SCOPE 1

Tristar measures and reports on emissions from fuel consumed by our road transport vehicles and shipping vessels under direct emissions from Scope 1 through our operations. The emissions from fuel consumption in our shipping sector have been added to Scope 1 measurement in 2018.

Scope 1 emissions in tonnes of carbon dioxide equivalent



Tristar initiates several measures towards fuel efficiency and reduction of dependence on fossil fuel, in order to reduce its carbon emissions as mentioned below.

ROAD TRANSPORT VEHICLES

Tristar acquired 134 trucks in 2018 with the European Emission Standard (Euro) IV. This standard defines the acceptable exhaust emission limits for vehicles sold across the globe. The Euro

ratings imposes stringent regulations on emission limits from the respective vehicle. The emission standards for vehicles, trucks and buses are defined by engine energy output in g/kWh.

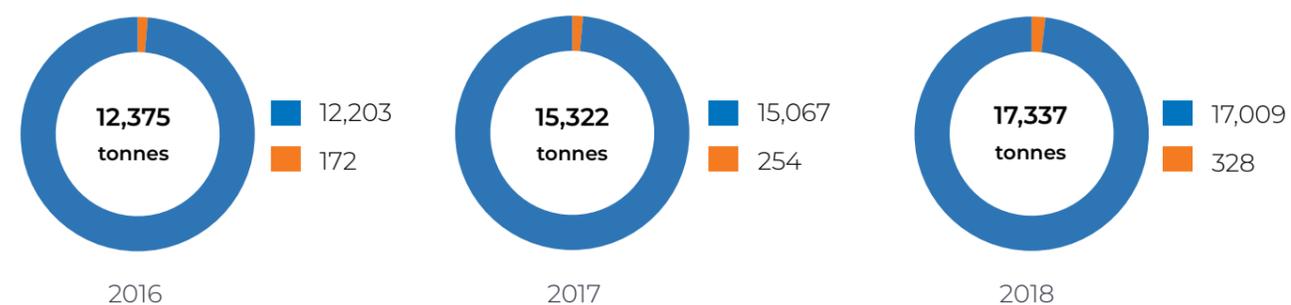
Euro IV emission limits for heavy duty diesel engines (International Council on Clean Transportation and Diesel Net)

Limit on Emission for Euro IV	Carbon Monoxide	Hydrocarbon	Nitrogen Oxide	Particulate Matter
(g/kWh)	0.46	3.5	0.02	0.5

SCOPE 2

Under Scope 2, Tristar understands the environmental impact from electricity consumption with particular emphasis to the carbon emissions from electricity generation. The below figure focuses on the carbon dioxide emissions from electricity consumption across 16 operations with the exception of the South Sudan and Mali operations that utilize generators for power.

Scope 2 emissions in tonnes of carbon dioxide equivalent



■ Electricity* ■ Water (ME countries with desalination as source of water)*

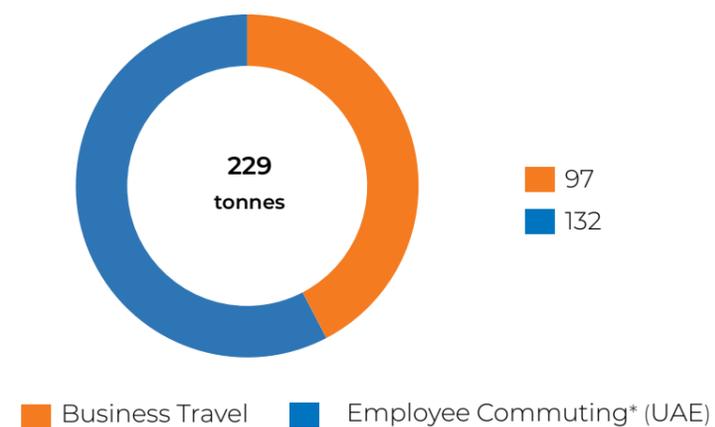
*Note: New operations in Sharjah, Abu Dhabi, Dubai and full scale operations in Mali in 2018

SCOPE 3

Tristar has expanded the scope of emission reporting to include indirect emissions from employee commuting in UAE and business travel across the group in 2018. The adoption of teleconferencing and other electronic communication has reduced employee long haul travel with the exception of critical business travel.

Employee commuting at the head office in UAE are estimated with data collected for Car Free Day campaigns where employees are encouraged to travel using public transport or the shuttle buses provided by Tristar.

Scope 3 emissions in tonnes of carbon dioxide equivalent

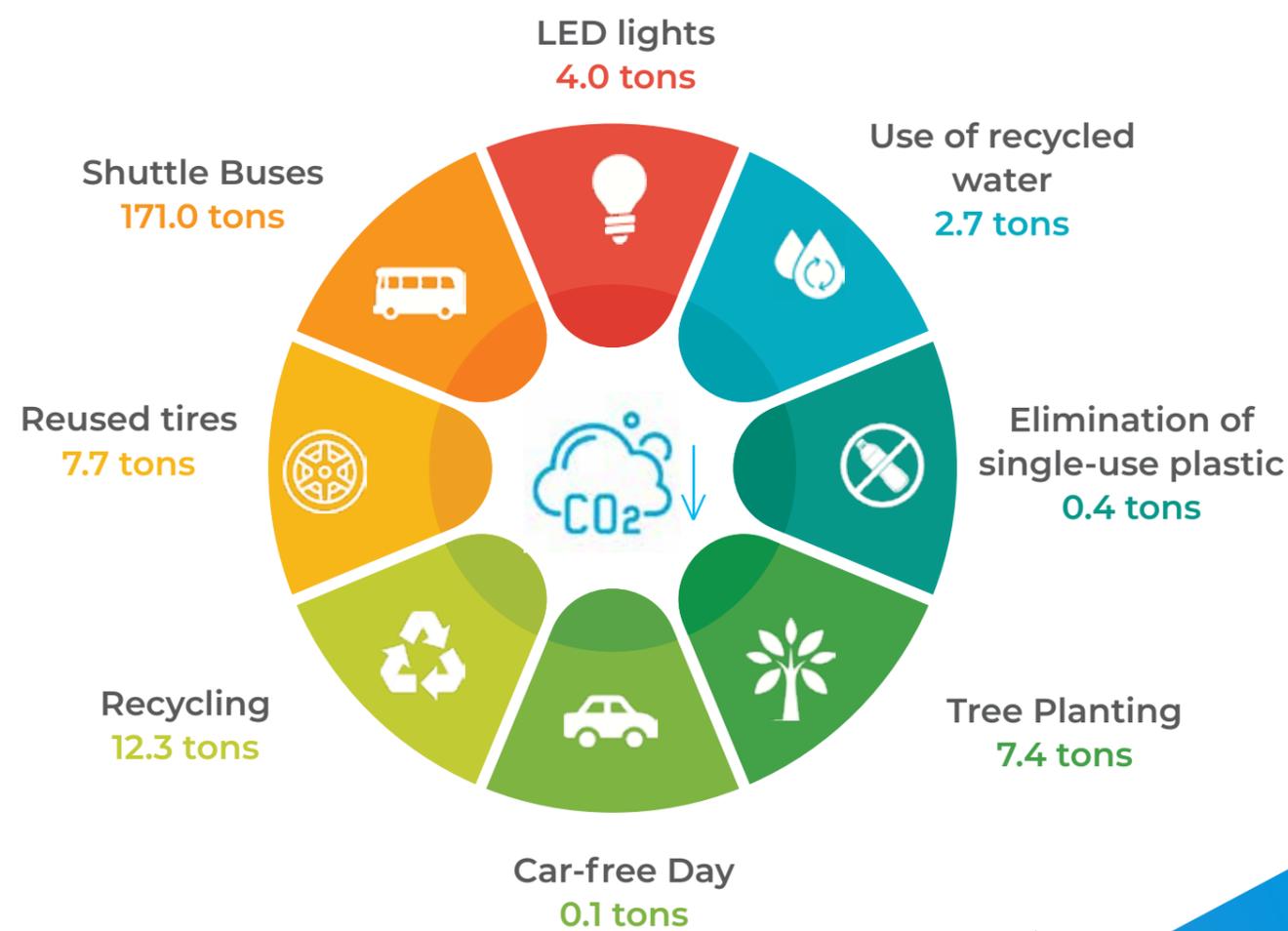


■ Business Travel ■ Employee Commuting* (UAE)
*Note: Employee commuting data has been reported for UAE operations

CARBON REDUCTION AND OFFSET

Tristar has introduced various emission mitigation initiatives with the intention to reduce and offset carbon emissions from our operations. As an environmentally responsible company, Tristar

has set future targets to adopt renewable energy with the use of biofuel and solar energy at our operations and support other renewable projects to further reduce and offset carbon emissions.



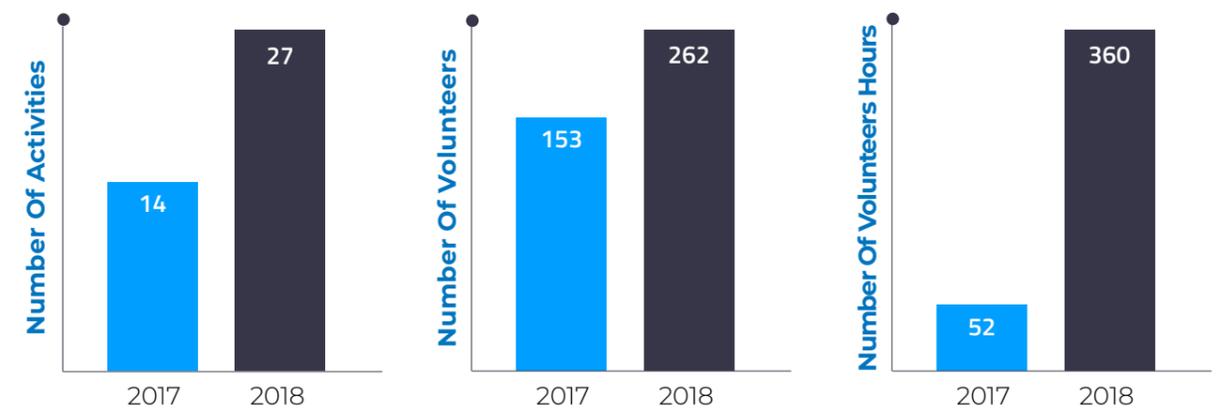


OVER 2,500 STUDENTS IN SOUTH SUDAN AND KENYA HAVE BENEFITED FROM TRISTAR'S SUPPORT TO TWO SCHOOLS."

SHAPING A BETTER SOCIETY

MY SOCIAL RESPONSIBILITY PROGRAMME

Tristar helps build better communities by providing opportunities for employees to dedicate time and resources towards creating a strong and cohesive society. Through My Social Responsibility program and three sub-committees consisting of employee volunteers, the Tristar Group has increased the number of volunteers and volunteer hours spent towards community development in 2018.



RUNNING A HEALTHY LIFESTYLE

Tristar's admin and office staff in the UAE join regular running events to maintain a healthy lifestyle. On January 26, more than 30 individuals joined the 10K and 5K run of the prestigious annual Dubai Marathon where Assistant GM Operations Arundhan Alphones participated in his very first full marathon and finished in 04:18:15.

He then joined the RAK Half Marathon and completed in 01:50:57 on February 9, and the 2XU Triathlon Championships in Mamzar on March 16 wherein he clocked in 01:47:00 for swimming

750 meters, cycling for 25k and running for 5K. "Running marathons has benefited me in many ways in improving my physical condition, mental health and in enriching my memory to lead as a professional in managing the vast Road Transport Operations. I deliberately changed myself to become a sports person. Moreover, this activity is a stress-buster to keep myself controlled and helps me guide my team in the right direction. Also, running keeps me younger and completely away from any medications," Alphones explained.



EMPOWERING THE NEXT GENERATION

Tristar believes in providing access towards education for all as per United Nations (UN) Sustainable Development Goal (SDG) No. 5, on Quality Education and focuses on building partnerships to realize this goal. Tristar has adopted UN SDG No. 17 on Partnerships specifically Target 17.16, which focuses on enhancing the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology, and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.



As a responsible business, Tristar contributes and takes action towards global issues like education, clean water, and health in the communities where we operate. We acknowledge the triple bottom line responsibility towards stakeholders while striving to achieve top business performance, as we believe in **'Giving Back is Getting Back'**.

According to a World Bank report, South Sudan remains far behind most other African countries in terms of achieving universal primary education. This is attributed to the deterioration of the education

system due to the conflict that has been rocking the young nation for the past years, as well as high levels of poverty and culture related obstacles. The students/pupils who actually make it to school, face further challenges which include poor school amenities and overcrowded classrooms. These factors have led to increased numbers of dropouts and low student strength.

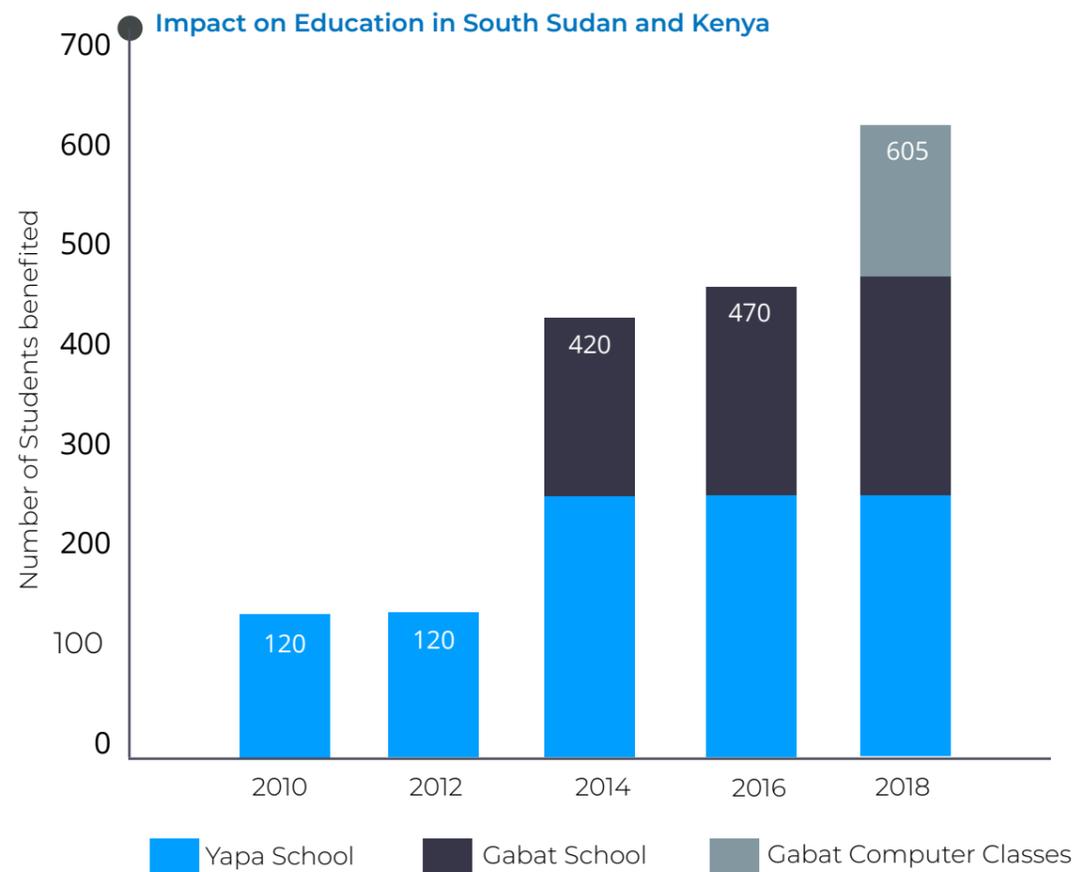
SDG 4 QUALITY EDUCATION

As a major logistics provider operating in the country, Tristar saw the dire situation in South Sudan and decided to make a substantial contribution to the UN SDG No. 4 on Quality Education, by expanding local primary and secondary school facilities and providing skill development opportunities in local primary schools. UN SDG No. 4.A. calls on corporates to 'build and upgrade education facilities

that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all'.

In 2009, we built a primary school building in Yapa Village outside the capital Juba. Three years later, in 2012, we added more classrooms so it became a secondary school.

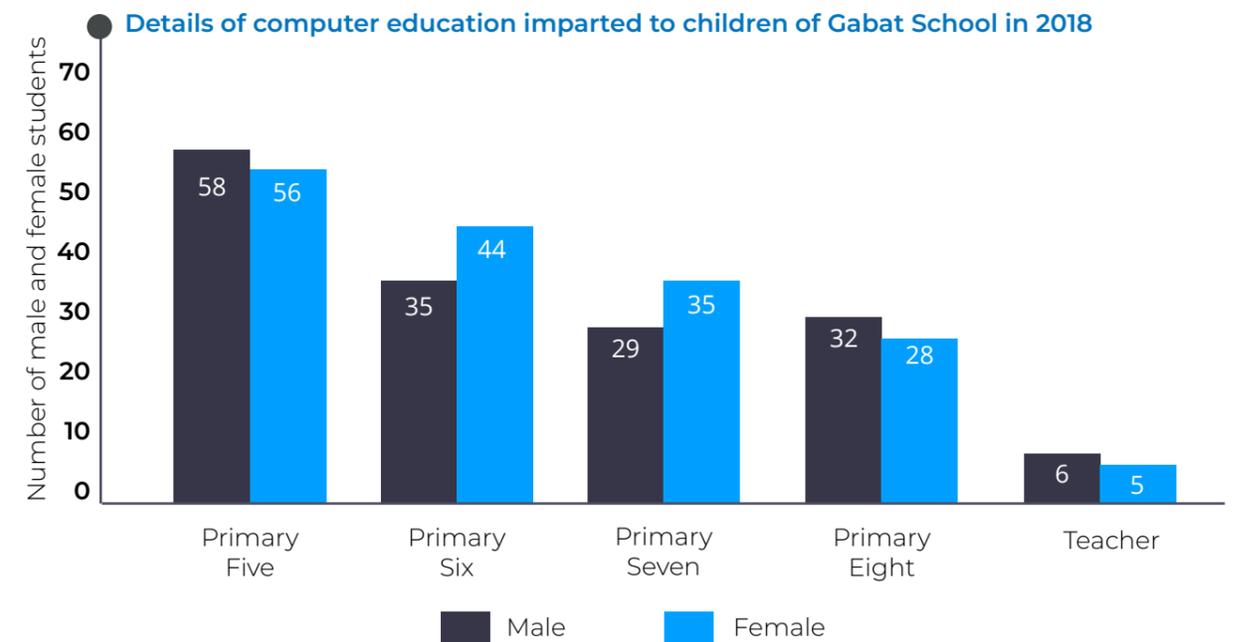
These educational facilities have benefited more than 2,500 students over the past 10 years. Additionally, Tristar has donated a computer lab at Gabat School, showcasing our commitment towards improving local skill development.



FIRST SCHOOL IN SOUTH SUDAN WITH A COMPUTER LAB

In March 2018, we put up a Computer Lab in the Gabat school, which made it the first school in South Sudan to introduce computer classes. The computer lab was established to develop additional skills among the local children and provide better opportunities to build their career and future. This initiative is an actualization of Tristar Group Chief Executive Eugene Mayne's vision that: "children should have a sound technology base and sound base for their future education." Within a short span of 21 days, the Computer Lab including the structure, furniture, faculty, timetable, study material, and laptops were established.

Four classes a day from the 5th to 8th Level students are benefiting from the lab. Tristar employees regularly volunteer their time to teach the children. Three hundred and seventeen students with 163 female students and 154 male students are currently benefiting from this computer lab, providing equal opportunities to both female and male students towards better access to education.



SUPPORT FOR ORPHANS IN KENYA

Tristar is funding the education and housing of two orphans who have been given the chance to pursue their secondary school education. The boys who scored 380 and 338 marks out of a possible 500 were featured in the Standard Newspaper in a bid to share their story with individuals who have the ability to help out. David Ochieng was a pupil at Manyatta Primary School while Mark Vincent was at Central Primary School in the lake side city of Kisumu. They used to live at the Kisumu Kachok Dumpsite in Kisumu County.



They have been given the chance to pursue their secondary school education at different high schools. David Ochieng and Mark Vincent have been admitted to Maseno Boys High Schools and Ramba Boys High School, respectively. Tristar's aim is to ensure that they continue their secondary education with support from mentorship programs to help them develop their career. Tristar's subsidiary AFAL, is coordinating this sponsorship.

EDUCATIONAL ASSISTANCE IN HAITI

Our educational support is replicated throughout our global operations with our team in Haiti assisting a local school through volunteering and providing necessary resources. Over 80 students at the Canaan School of Port-au-Prince have benefitted through the in-kind support from Tristar in 2018.

SMARTLIFE

More than 20 Tristar drivers enrolled in the English Language session conducted by SmartLife volunteers every Friday at the Labor Accommodation in 2018.

The session commenced on February 2 and ended on June 15. SmartLife is an NPO/NGO that is

supported by individuals coming from businesses, academics and organizations who facilitate free English language lessons every week or provide mentoring to the workforce. "We consider it a small and satisfying way of helping workers take a step out of their routine and realize their true potential," stated the website.



ELEVATING TALENT

Tristar is proud to offer an inclusive and diverse work environment for all employees across its operations. In 2018, various programs were implemented to further enhance efficiency and the work environment by human resource management. The payroll system was automated at the group level through our Human Resource Management System (HRMS), which helped

streamline our payroll process, and helped save processing time. Regular external and internal trainings were conducted throughout the year to enhance employee skill development and career growth. The annual appraisal system was automated and linked to the electronic HRMS for all administrative staff, to reduce paper usage and improve efficiency.



Success

TALENT

Knowledge



TRISTAR RECEIVED THE CORPORATE HAPPINESS AWARD IN THE PRIVATE SECTOR CATEGORY AND HAPPINESS @ WORK AWARD IN THE BEST WORKERS WELFARE PROGRAMME CATEGORY.”

Aptitude

OUR PEOPLE

In 2018, a non-administrative employee survey for 560 staff was conducted electronically with feedback from stakeholders captured along with the implementation of feasible stakeholder recommendations. In the same year Tristar was awarded the prestigious ADNOC project and in due process 160 qualified drivers were recruited and provided employment opportunities in the span of four months.

The complete manpower planning for the year 2019 was done in 2018 for better planning and a roadmap to optimize the workforce talent pool. A Centralized Leave Management system was introduced in 2018 for easy access to all staff. The drivers in the workforce were provided Staff IDs across UAE for effective automated fuel distribution and increased efficiency.

In order to increase our network and involve the community of the next generation, Tristar Human Resource department partnered with the Institute of Management Technology (IMT), Dubai campus for a Career Fair, where potential candidates were met and interviewed for future vacancies with Tristar. Tristar's HR manager shared valuable insight about Tristar Business helping the students with a brief background about Logistics Transportation and Warehousing setup.

In the upcoming year 2019, Tristar has plans to develop training modules, centralize travel management, inaugurate a state of the art centralized staff accommodation with cooking facilities, the Employee Cash Module, restructured Grading System and Upgraded Employee Surveys and Employee Manual to be inclusive of all developments.



Several employee engagement initiatives such as a Sports Day event for all administrative staff in the month of July, Iftar celebrations at staff accommodation in the presence of the GCEO and the Annual Staff Party in November were organized. The Annual Staff Party provided an opportunity to reflect back on our achievements and discuss a roadmap for the future. Over one hundred employees and their families were present.

Tristar Toastmasters Club celebrated their 100th meeting and six-year anniversary in the presence of over 300 toastmasters on February 23 at Emirates Headquarters Auditorium. Five inspirational speakers from different countries shared important tips on how to become better listeners, better speakers, better leaders and ultimately world champions. The event included an encouraging video message from the GCEO on self-development and a silent skit performance by the Tristar staff on the importance of Safety.

The Tristar Toastmasters Club is part of Tristar's ongoing employee development

program to turn employees into effective communicators and enhance their leadership skills by encouraging them to participate in the club's fortnightly meetings.

Receiving the Corporate Happiness Award in the Private Sector category and Happiness @ Work Award in the Best Workers Welfare Programme category from Daman Corporate Health Awards and Sustainable Mindz respectively is a testament of the effectiveness of the Tristar employee engagement and Recreation and Happiness Committee programs.



NATIONALITIES

UAE	
Indian	619
Pakistani	225
Nepali	31
Bangladeshi	29
Filipino	20
Sri Lankan	6
Afghani	1
Bahraini	1
Omani	1
British	2
Comorian	1
Emirati	3
French	1
Ghanaian	1
Italian	1
Palestinian	1
South Sudanese	1
Syrian	1

SOUTH SUDAN	
Kenyan	5
Ethiopian	2
Bangladeshi	6
Ugandan	2
French	1
Pakistani	2
Nepali	4
Indian	80
South Sudanese	111

SOUTH SUDAN APCL	
Indian	8
Kenyan	1
Burundian	1
South Sudanese	5

MALI	
Indian	44
Sierra Leonean	2
Kenyan	2
Zimbabwean	1
Senegalese	1
Nepalese	3
Filipino	3
Pakistani	1
Malian	132

CAR	
Central African	146
Cameroonian	2
Nepali	1
Indian	45

KENYA	
Indian	9
Kenyan	94

KUWAIT	
Kuwaiti	1
Indian	58
Egyptian	1
Palestinian	1
Bangladeshi	10
Sri Lankan	8
Nepali	4

OMAN	
Bahraini	1
Omani	13
Indian	14
Pakistani	8
Sri Lankan	1

PAKISTAN	
Pakistani	675

DRC	
Indian	2
Congolese	20

KSA	
Pakistani	2
Sudanese	2
Jordanian	2
Indian	2
Nepali	2
Saudi	2

GUAM	
American	28
Filipino	2
Micronesian	1
Indian	2

HAITI	
Indian	5
Haitian	6

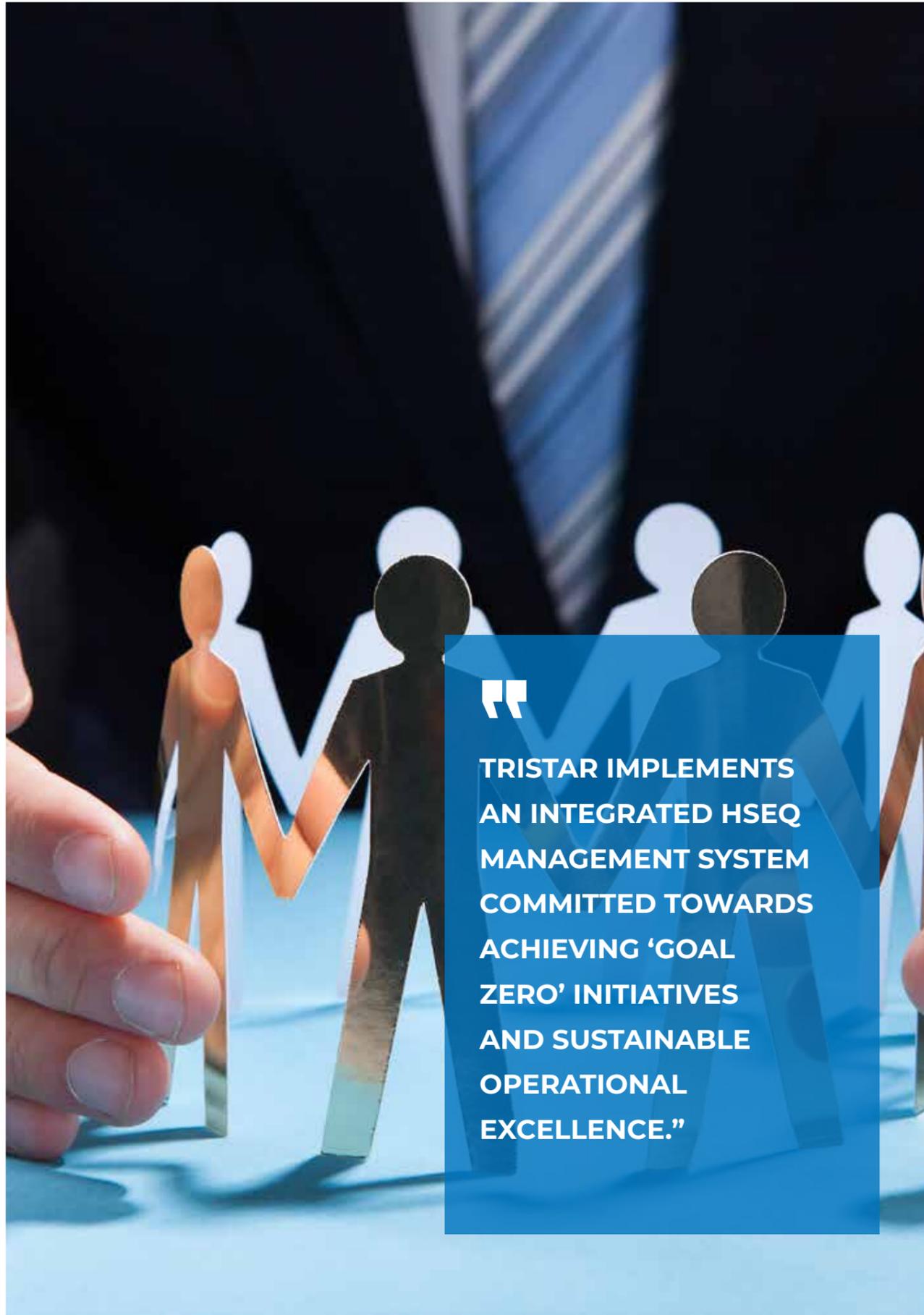
TANZANIA	
Tanzanian	25
Indian	2

SOMALIA	
Indian	16
Nepali	5
Kenyan	3
Ghanaian	3
Filipino	3
Sri Lankan	2
Ethiopian	2
Ugandan	3

UGANDA	
Nigerian	1
Sudanese	1
Indian	1
Ugandan	11

QATAR	
Nepali	4
Sri Lankan	2
Indian	15

* Includes local, international and contracted workforce



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**TRISTAR IMPLEMENTS
AN INTEGRATED HSEQ
MANAGEMENT SYSTEM
COMMITTED TOWARDS
ACHIEVING ‘GOAL
ZERO’ INITIATIVES
AND SUSTAINABLE
OPERATIONAL
EXCELLENCE.”**

SAFER COMMUNITIES

COMMITMENT TO SAFETY

Tristar has committed and adopted the UN Sustainable Global Goals 2030 – particularly Goal 3 on Health and Safety (Good Health & Well-being) and the UN Global Compact Ten Principles.

Tristar follows top-down approach when it comes to the management of Health, Safety, and Environment within the organization.

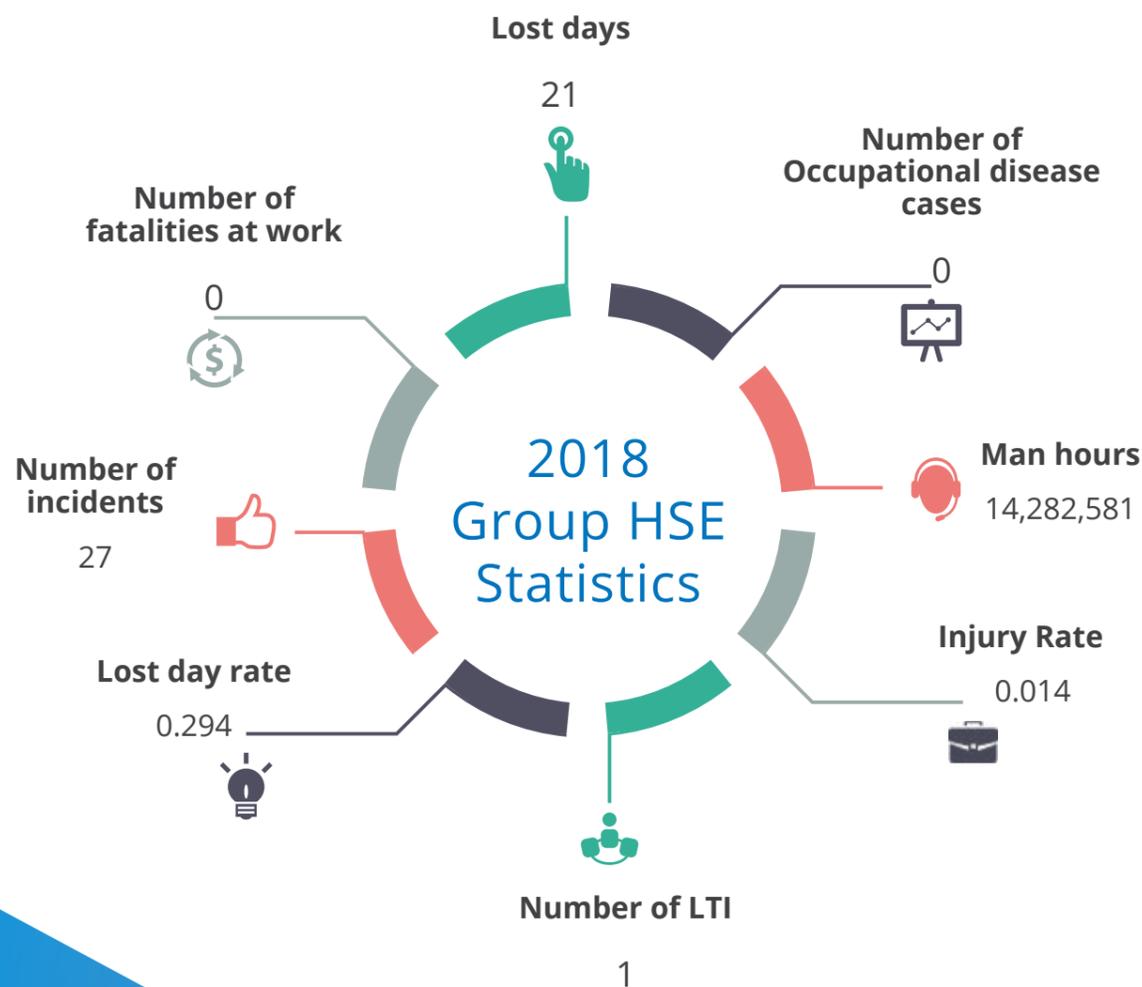
Our Group Chief Executive leads and directs the Tristar ‘APEX HSEQ and Sustainability’ Committee.

Tristar’s Vision, Mission Statement and Core Values show our particular emphasis on Health, Safety and Environment (HSE) aspects. Recognition from the renowned RoSPA Award for the seventh time and Dubai Municipality Occupational Health and Safety Performance Award in 2018 attests Tristar’s safety commitment.



SAFETY PERFORMANCE

Tristar has HSE, Quality, and Road Safety policies, which are endorsed by the Group Chief Executive. Tristar is strongly committed to protecting and continually improving the Health and Safety of its employees, contractors, facilities, customers and public at large. We set objectives and Key Performance Indicators to monitor our HSEQ performance. Management and line supervisors are accountable and personally lead the effort by demonstrating action that are supportive of Tristar's policy, by clearly defining roles and responsibilities, by providing necessary resources, by measuring, reviewing and continually improving our HSEQ performance.



APEX HSEQ AND SUSTAINABILITY COMMITTEE

The APEX HSEQ & Sustainability Committee was launched by Group Chief Executive Eugene Mayne to drive HSEQ Ownership to the line management to increase the proactive and reactive HSEQ performance in the business. The HSEQ and Sustainability Committee meets every month and is led by the GM Road Transport &

Warehousing as Chairman and the Group HSEQ and Sustainability Manager as Secretary. The committee members are the Assistant GMs, facility managers/ in charges, HSEQ Team members, line and ground Supervisors, and driver mentors and helper mentors.



During the meetings, members share analyses of HSEQ performances, upcoming HSEQ events, and actions to improve the HSEQ and sustainability culture of the company. The committee meeting was established to implement proactive approaches rather than reactive actions which may result in business disruption. There have

been significant improvements in HSEQ and Sustainability compliance in facilities and timely achievements of HSEQ KPIs and targets. This has created a structure for the line management and team members to take ownership and commit towards achieving Goal Zero initiatives and sustainable operational excellence.

DUBAI MUNICIPALITY APPRECIATION FOR OHS PERFORMANCE

The Health and Safety Department of Dubai Municipality recognized Tristar for 'Ensuring Occupational Health and Safety within Your Organization for the Year 2018' during the 'Safety in Sustainability Forum' held on December 18.

Tristar was the only logistics transport company to have been recognized with the award in 2018. The other awardees represented governmental authorities and a number of private companies from construction and other industries.



CAMPAIGNS TO RAISE HSEQ AWARENESS

GLOBAL SAFETY DAY

On 'World Day for Safety and Health at Work', which is celebrated every April 28 as per the International Labor Organization, Tristar Group celebrated the annual Tristar Global Safety Day to create further awareness on Health and Safety and truck driving safety practices. In 2018, Tristar celebrated with a theme, 'Safety isn't a slogan, it's a way of life'. The event was celebrated across Tristar's global network as far as the Pacific Island of Guam and Haiti. During the event at Tristar UAE, a Seatbelt simulator device was present outside the head office building in Dubai for users to experience first-hand the importance of fastening the seatbelt on every trip.



WORLD ENVIRONMENT DAY



World Environment Day is the United Nation's most important day for encouraging worldwide awareness and action for the protection of our environment. Tristar celebrated the World Environment Day (WED) on June 5 at the Tristar Head Office. WED was celebrated with the theme 'Beat Plastic Pollution'. The event was celebrated on the same day across Tristar's global network. Tristar, in a bid to control our waste output and apparent environmental degradation, has adopted a protocol to emphasize the need to follow environmentally friendly practices.

WORLD DAY OF REMEMBRANCE FOR ROAD TRAFFIC VICTIMS

In November, Tristar's UAE, Oman, Pakistan, South Sudan, Central African Republic, Somalia and Kenya operations commemorated 'World Day of Remembrance for Road Traffic Victims' by organizing internal and external awareness activities on road safety.

On the third Sunday of November every year, the United Nations encourages the whole world to 'remember the many millions killed and injured on the world's roads, together with their families, friends and many others who are also affected.' There are almost 1.35 million deaths from road accidents every year according to the World Health Organization.

In Dubai, the HSEQ Team launched the campaign 'My reason for safety... I want to go home to my family every day'. Selected drivers made individual pledges to drive safely in the presence of Operations and HSEQ management and staff citing their individual reasons for the pledge.

Pledges to Drive Safely
- "I Drive safely every day I want to be a role model for my children."

Pledges to Drive Safely
- "I don't want to be the next road traffic victim.... So I drive safely every day."



PLEDGE FOR A DAY WITHOUT ACCIDENTS

Tristar supported Dubai Police's road safety campaign, 'A Day without Accidents' by participating in the nationwide campaign on 2 September. Over 200 Tristar admin staff and drivers pledged online to follow traffic instructions, fasten their seat belt, leave a safe distance between vehicles, give priority to pedestrians who cross roads and not use their phones while driving.



QUARTERLY SAFETY MEETINGS

The Quarterly Safety Meetings for 2018 were successfully conducted at periodical intervals. The aim of these meetings are to raise further awareness, communicate learnings from industry related incidents, and roll out any new process/system.

The HSEQ Team launched the new HSE Policy, which integrated both corporate Health and Safety Policy and the Environmental Policy. Guest speakers were also invited to share the

best practices. The speakers included Mr. Omar Muslem Othman Aflatoun of Dubai Police who updated the drivers on Dubai Traffic Rules and Fines; Mr. Richard Dy of Shell who conducted Drivers' Behavioral Safety and Hearts and Minds; Mr. Bhanu Singh Nayal of BP who shared Learnings from Incidents cases; and Ian Littlefield of Dubai Driving Center who discussed Hazardous Material and Spillage Handling and Mr. Abdul Rauf of Emirates driving Institute who conducted Driving Condition and Preparedness.



HSEQ BEST PERFORMERS REWARD AND RECOGNITION

GROUP HSSEQ EMPLOYEE OF THE YEAR – 2018

To recognize and reward the outstanding HSSEQ (Health, Safety, Security, Environment & Quality) performing employees and to gain commitment in promoting positive HSSEQ culture across the group, HSSEQ Employee of the Year – 2018 was

launched. Self-Nomination forms were circulated and recognition given to the following employees after rigorous screening and evaluation by the selection committee.



**2nd
Silver**

**Mr. Rayan
Crasta**

Tristar UAE

**1st
Gold**

**Mr. Michael
Ronald**

Tristar Oman

**3rd
Bronze**

**Mr. Mohammed
Yousuf**

Tristar Pakistan

DRIVER PROFESSIONAL LEAGUE (DPL) AWARDS

Top Management of Tristar Group and RT & W Business actively participate in the Quarterly Safety Meetings. Tristar rewards drivers holding an outstanding safety record using set criteria of Road Safety Indicators and HSE Indicators through a

system called Driver Professional League (DPL) system. Road Safety and HSEQ Indicators are measured through the data from In-Vehicle Monitoring System (IVMS) and driver behavior on the road.



**TRISTAR HAS AWARDED
180 DRIVERS IN THE
YEAR 2018**

HSEQ MANAGEMENT SYSTEM ASSURANCE

INTERNAL HSEQMS AUDIT

To measure the performance and continually improve the process to achieve the intended result of an Integrated Management System, Tristar demonstrates the Management System Audit for its corporate processes and its operational locations. Tristar has its own HSEQ Assurance Team to carry out the IMS Internal Audits in the corporate office and operative locations. For 2018, 15 Internal HSEQ Management System Audits were conducted to assure the process.



OHSMS TRANSITION - OHSAS 18001:2007 TO ISO 45001: 2018

Tristar Transport LLC in the UAE has been accredited to ISO 9001:2015 - QMS, ISO 14001:2015 - EMS and ISO 45001:2018 – OHSMS as of end of October 2018. The accreditation of ISO 45001:2018 was achieved within a span of eight months after the initial publication of the standard on March 12. The journey to transition from OHSAS 18001:2007 to ISO 45001:2018 has been interesting and challenging with many reviews and revisions in policies, procedures, and work instructions. One major transition was the integration of the corporate Health and Safety Policy and the

Environment Policy into new Health, Safety and Environment (HSE) Policy.

Another integral requirement of ISO 45001:2018 standard is the 'Consultation and Participation of Workers' which is met by Tristar with the empowerment of the 'Stop Work Authority' to all workers in the organization, NMPI reporting system for all workforce, quarterly safety meeting, and additionally the institution of the APEX HSEQ and Sustainability Committee.

HSE 'GOAL ZERO' INITIATIVES

INTERNAL & EXTERNAL TRAININGS

HSE training and development are integral factors in achieving 'Goal Zero'. The HSEQ Team has developed a comprehensive HSEQ training plan which covers mandatory training to drivers, helpers, mechanics, front-line supervisors, admin staff and managers.

As part of the training plan for managers, the HSEQ Team organized two major external trainings on 'Dangerous Goods Storage & Handling (Cat8)' for warehouse heads and key staff on November 1, and 'Dangerous Goods Regulations by Road (ADR)' for operation heads and key staff on November 10. The trainings covered detailed storage, handling and transportation (by road) of the dangerous goods, and a more systematic approach in analyzing the classifications of dangerous goods. The objective of the trainings were to provide better understanding

to warehouse and operations heads in driving HSEQ leadership in their processes to improve and strengthen operational Health and Safety performance.

The HSE leadership internal training for front line supervisors and managers consists of eight modules. Participants were divided into four groups and each group performed interactive activities to discuss the concept of "Effective and Ineffective Leadership", "Plan, Do, Check and Act (PDCA) Cycle" and "Art of Intervention". Office housekeeping has tasks that can make everyone safe and feel comfortable during working hours. The importance of "Office Safety & Housekeeping Safety" was explained thoroughly during a training session.

DRIVER FATIGUE MANAGEMENT

The risk assessment results are linked to business process and are accordingly addressed by appropriate plans and resources. During one of our risk assessments, it was identified that driver fatigue is an issue. Based on this risk assessment our management approved to install a Fatigue Monitoring Device as part of a pilot program. This device alerts drivers by vibrating the driver's seat and sends alert notifications to the base station through a GPS system. This is an effective fleet risk management solution consisting of fatigue intervention of events (Fatigue/Distracted) implemented with the help of continuous effort put in by Operations Team.



EMERGENCY RESPONSE DRILLS

Although every effort is made to prevent any accident or incident, Tristar has developed an Emergency Response Procedure, to react and reduce damage from any unlikely case of an accident. The purpose of this procedure is to develop and establish an Emergency Response

Plan (ERP) for Incident Management and to support the local emergency services. The ERP drills are conducted at regular intervals to check the effectiveness of the procedure. An action plan is generated based on the finding of ER drills, which is followed until the closure of action items.



On April 17, Tristar RT & W and Shipping Emergency Team conducted Mega Drill for Bunkering Operation (Truck to Ship delivery) along with authorities (Civil Defense, Police, Ambulance, Port Authorities) at Sohar Port, Sultanate of Oman.

On August 14, RT & W Emergency Team conducted another Mega Drill for Road Transport

and Warehousing along with authorities (Civil Defense, Police, Ambulance, Port Authorities) at JAFZA-Dubai, UAE. Many representatives of customers attended and witnessed the drills. De-briefing sessions were also held. Tristar ER team took all the comments in a positive manner for the improvement of the ERP.

OIL SPILL DRILL

On November 8, Tristar organized a Full Scale Tier 2 Oil Spill Exercise with vessel Tristar Energy DMCEST, the Oil Spill Response contractor involving Oman Pesco, the Port Authority, The Port Agent, ABS and BV Class, UAE Flag and Owners. This exercise was to evaluate the capability of the port oil spill vessel to monitor the slick and the oil spill response contractor to recover the simulated spill.



ROAD SAFETY TASKFORCE

Being the lead in the Road Safety Taskforce in the Dubai Chamber Sustainability Network, Tristar was invited to be one of the key speakers at a summit.

Mr. Arundhan Alphones, AGM RT & W at Tristar Dubai presented at the 'Road Safety for Commercial Driving' conference to over 150 attendees from various organizations. Mr. Arundhan's topic covering driver behavior, best management practices were well received by all in attendance and showcased our commitment to creating a safer community.



GULF SQAS FOR TRISTAR ROAD TRANSPORT - SAUDI ARABIA

Gulf Sustainability & Quality Assessment System is a system to evaluate the quality, safety, security and environmental performance of Logistics Service Providers and Chemical Distributors. The scope of the Gulf SQAS Assessment was expanded

to include the new Tristar Saudi Arabia operations. This assessment helps us to maintain and continually improve the QHSE performance.

GRI CONTENT INDEX



For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UN SDGs	Omission		
				Part Omitted	Reason	Explanation
GRI 101: Foundation 2016						
General Disclosures						
GRI 102: General Disclosures 2016	Organizational profile					
	102-1 Name of the organization	Tristar Transport LLC				
	102-2 Activities, brands, products, and services	12,14				
	102-3 Location of headquarters	38				
	102-4 Location of operations	11				
	102-5 Ownership and legal form	Tristar is a subsidiary of Agility, which owns the majority of its shares				
	102-6 Markets served	11,12,14				
	102-7 Scale of the organization	11,12,14				
	102-8 Information on employees and other workers	57,58,60,61	8			
	102-9 Supply chain	Tristar's supply chain consists of suppliers of our fleet, maintenance services/parts and fuel				
	102-10 Significant changes to the organization and its supply chain	None				
	102-11 Precautionary Principle or approach	21,35,43,47				
	102-12 External initiatives	49,51-55				
	102-13 Membership of associations	4,5				
	Strategy					
	102-14 Statement from senior decision-maker	4,5				
	Ethics and integrity					
	102-16 Values, principles, standards, and norms of behavior	12,14,15	16			
Governance						
102-18 Governance structure	25,26					
102-21 Consulting stakeholders on economic, environmental and social topics	22,23	16				

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UN SDGs	Omission		
				Part Omitted	Reason	Explanation
GRI 101: Foundation 2016						
General Disclosures						
GRI 102: General Disclosures 2016	Stakeholder engagement					
	102-40 List of stakeholder groups	Shareholders, Employees, Customers, Suppliers, Regulatory bodies and NGOs				
	102-41 Collective bargaining agreements	«Collective bargaining agreements are not currently permitted in the UAE.»				
	102-42 Identifying and selecting stakeholders	22				
	102-43 Approach to stakeholder engagement	23				
	102-44 Key topics and concerns raised	23				
	Reporting practice					
	102-45 Entities included in the consolidated financial statements	13				
	102-46 Defining report content and topic Boundaries	13				
	102-47 List of material topics	23				
	102-48 Restatements of information	None				
	102-49 Changes in reporting	None				
	102-50 Reporting period	Calendar year 2018				
	102-51 Date of most recent report	The sustainability report for the year 2017 was published in the year 2018				
	102-52 Reporting cycle	Annual				
	102-53 Contact point for questions regarding the report	CSR@tristar-group.co				
	102-54 Claims of reporting in accordance with the GRI Standards	13				
	102-55 GRI content index	76				
	102-56 External assurance	Tristar has not sought external assurance of the report				

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UN SDGs	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
GRI 200 Economic Standard Series						
Economic Performance						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	29,30,31				
	103-2 The management approach and its components	29				
	103-3 Evaluation of the management approach	29				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	30,31	8			
Anti-corruption						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	25				
	103-2 The management approach and its components	25,26				
	103-3 Evaluation of the management approach	25,26,27				
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	All employees of Tristar are provided with company's Business Ethics Policy. External training on Fair Labor was attended by Top Management and employees.	16			
GRI 300 Environmental Standards Series						
Energy						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	36				
	103-2 The management approach and its components	36				
	103-3 Evaluation of the management approach	36				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	37				
	302-4 Reduction of energy consumption	37	12			

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UN SDGs	Omission		
				Part Omitted	Reason	Explanation
Water						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33				
	103-2 The management approach and its components	33				
	103-3 Evaluation of the management approach	33				
GRI 303: Water 2016	303-1 Water withdrawal by source	34				
	303-3 Water recycled and reused	35	6,12			
Emissions						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	45				
	103-2 The management approach and its components	45				
	103-3 Evaluation of the management approach	45				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	45				
	305-2 Energy indirect (Scope 2) GHG emissions	46				
	305-3 Other indirect (Scope 3) GHG emissions	46				
	305-5 Reduction of GHG emissions	47	13			
Effluents and Waste						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	43				
	103-2 The management approach and its components	43				
	103-3 Evaluation of the management approach	43				
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	43	6,14			
	306-2 Waste by type and disposal method	43	6			
Environmental Compliance						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	12,76				
	103-2 The management approach and its components	12,76				
	103-3 Evaluation of the management approach	12,76				
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	During the reporting period no non-compliance with environmental laws and regulations were reported within Tristar's operations				

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UN SDGs	Omission		
				Part Omitted	Reason	Explanation
GRI 400 Social Standards Series						
Occupational Health and Safety						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	63,72				
	103-2 The management approach and its components	72,73				
	103-3 Evaluation of the management approach	65,72				
GRI 403: Occupational Health and Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	64				
Training and Education						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	57				
	103-2 The management approach and its components	57,58				
	103-3 Evaluation of the management approach	58				
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	59	8			
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of Tristar employees receive regular performance and career development reviews				
Diversity and Equal Opportunity						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	60,61				
	103-2 The management approach and its components	60,61				
	103-3 Evaluation of the management approach	60,61				
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Salary structure at Tristar for particular position is same irrespective of gender. The ratio is 1:1.	5,8			
Local Communities						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	49, 51				
	103-2 The management approach and its components	49,52				
	103-3 Evaluation of the management approach	52,53				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	49,52,53	3,4			



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