

# 2021 SUSTAINABILITY REPORT



**Keeping Future Generations at the  
Forefront of all Decision Making**

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# Message from FOUNDER & GROUP CHIEF EXECUTIVE



*"We have been working for years in the UAE and it is a great pleasure to continue to extend our support to community needs and in this instance to people of determination, to enable them to develop their individual personalities and continued well-being."*

In this 10th edition of our annual sustainability report I would like to address the role of workplace well-being and the importance of the social aspect of ESG in our endeavor to build a comprehensive and complete sustainability culture across our global operations in 21 countries spread over the Middle East, Africa, Asia, the Pacific and the Americas.

The 'S' in 'ESG' represents a whole lot of touch points for Tristar, a company born out of the need for road safety. Since our inception in 1998 we have played an instrumental role in leading and promoting a road safety culture within all our areas of influence and have led from the front having clocked more than 400 million kms over the last 10 years without a single road fatality.

What does this mean? It means that we have been able to deliver our Goal Zero target of no deaths caused by road accidents and more importantly that we have delivered on our social commitment to provide a safe and stable working environment for all our employees and their families.

Over that last decade we have seen several of our drivers retire to their dream homes with the immense pride and joy of having accomplished their own life's dreams.

It also means that we were actively able to more than deliver on our commitment to the Decade of Action rolled out, by the then United Nations General Secretary Ban Ki Moon, back in 2010 to reduce global deaths due to road accidents by 50 percent by 2020.

Covid-19 has jolted companies into recognizing employee well-being as key to a sustainable business.

It has taken a pandemic for us and the rest of the corporate world to also start to take the psychological welfare of our employees seriously. With a large fleet of 35 ocean going vessels, seafarer welfare is another key issue for us. Three months after the outbreak of the pandemic in 2019, more than 400,000 seafarers globally were estimated stuck at sea, unable to be relieved of their duties.

The workers were sometimes forced to work well beyond the end of their contracts, in some cases for 12 months and counting, with no guaranteed end in sight. With our annual 'Safety at Sea' conference we championed the need for seafarers to be recognized as key workers giving them priority access to Covid-19 vaccines and we lobbied concerned governments and other regulatory bodies to implement a recommended framework of protocols for ensuring safe ship crew changes and travel during the coronavirus.

The pandemic was the "massive and collective wakeup call" that mental health should be taken more seriously. Our annual 'Safety at Sea' conference continues to draw attention to the mental health of all seafarers.

Despite the challenges that Covid-19 threw at us, we were able to post a 19% increase in revenue which resulted in a 10% increase in employee earnings and benefits in 2021.

At the recently concluded 26th UN Conference of the Parties (COP-26) in Glasgow it was clear that there is an overwhelming amount of work ahead for all Parties to limit global warming to 1.5 degrees Celsius through collective actions over the next decade.

Parties agreed to update 2030 targets in 2022 rather than in five years and it was clear that much of the action on climate change will need to be driven by

the private sector and financial institutions. The task ahead is significant. The message from COP - 26 is clear. There is no time to wait and watch and to sit on the side lines. We will focus on our efforts to make our energy transition a pillar of our strategy and we will continue to track and reduce our GHG emissions using similar methodology as we do to manage our costs.

Going forward we will monitor our GHG performance and report against the base line established by the International Sustainability Standards Board.

We continued to make significant progress towards managing our environmental footprint which resulted in a 14% decrease in electricity consumption, 12% decrease in water use, and 115 % increase in waste recycled.

To keep future generation at the forefront of all decision making, we are planning to raise the Road Safety awareness for the youth, as well as drive economic growth while managing our natural resources responsibly and provide well-being for children.

In conclusion, I would like to extend my gratitude to all our stakeholders who religiously participate every year in our materiality workshops and together with whom we have identified Occupational Health & Safety, Child Labor, Climate Change, Community Development and Environmental Compliance as key issues to be addressed by the private sector to promote a sustainable corporate culture. What better way than to embrace and adopt the 17 UN Sustainable Development Goals and the Ten Principles of the United Nations Global Compact.

Thank you for reading this report.

**EUGENE MAYNE**





# ABOUT TRISTAR

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- KEY BUSINESS SEGMENTS
- VISION & MISSION
- ACCREDITATIONS AND MEMBERSHIPS
- GLOBAL RECOGNITIONS
- SUSTAINABILITY ROADMAP



## ABOUT TRISTAR

**23**

Years of  
existence

The oil and gas sector has always been the backbone of the growing economy of the United Arab Emirates. In 1998, when Mr. Eugene Mayne perceived the need for a safe and reliable road transportation system for the oil and gas sector, the foundation of the Tristar Group was laid.

**21**

Countries of  
operations

Tristar Group serves the oil and gas sector by providing road and ocean transportation, specialized storage, fuel farm and chemical terminal management, commercial aircraft refueling, and turnkey fuel supply services. Under the able leadership of its Board of Directors and Management Team, the Group has evolved with time to become a fully integrated energy logistics firm. Today, after more than two decades of operation, it has bases in 21 countries spanning the Middle East, Africa, Asia the Pacific and Americas. Tristar has plans to expand to more continents.

**69**

Fuel  
farms

It operates to the highest international health, safety, environmental and compliance standards and has consistently received awards for its exemplary record of operational and safety excellence and sustainability initiatives. It is a partner of choice for most national and international oil majors and intergovernmental organizations.

**2,000+**

Transport  
assets

With over 2,000 road transport assets and 35 vessels and a wide spectrum of integrated service offerings, including the operation of 69 fuel farms and over 100 remote fuel sites, Tristar has built a global and scalable platform which enables it to provide an integrated logistics offering to the energy industry.

**35**

Vessels



Tristar has a sustainable advantage supported by high barriers to entry, built upon its differentiated expertise, ability and track record of operating fuel supply logistics in remote regions, hard to replicate infrastructure and network of assets.

Tristar applies a customer-centric business culture by delivering value-adding services and building a long-term relationship with each customer. Tristar adopts international

best practices in its safety management and provides high quality and innovative solutions to its clients, while maintaining stringent safety standards.

As a result of its operational excellence and strong reputation, it has achieved long-term customer loyalty.

## KEY BUSINESS SEGMENTS



**Road  
Transport and  
Warehousing**



**Maritime  
Logistics**



**Fuel  
Farm**



**Remote and  
Commercial  
Fuels**





## • VISION

To be a globally recognized energy 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.

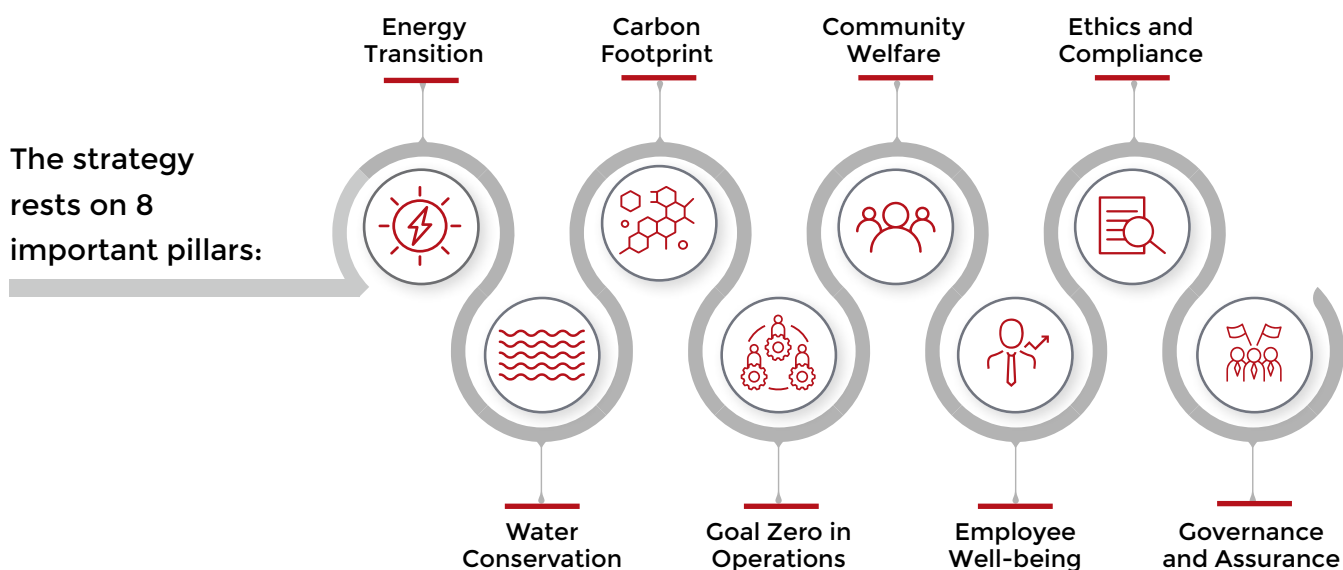


## • MISSION

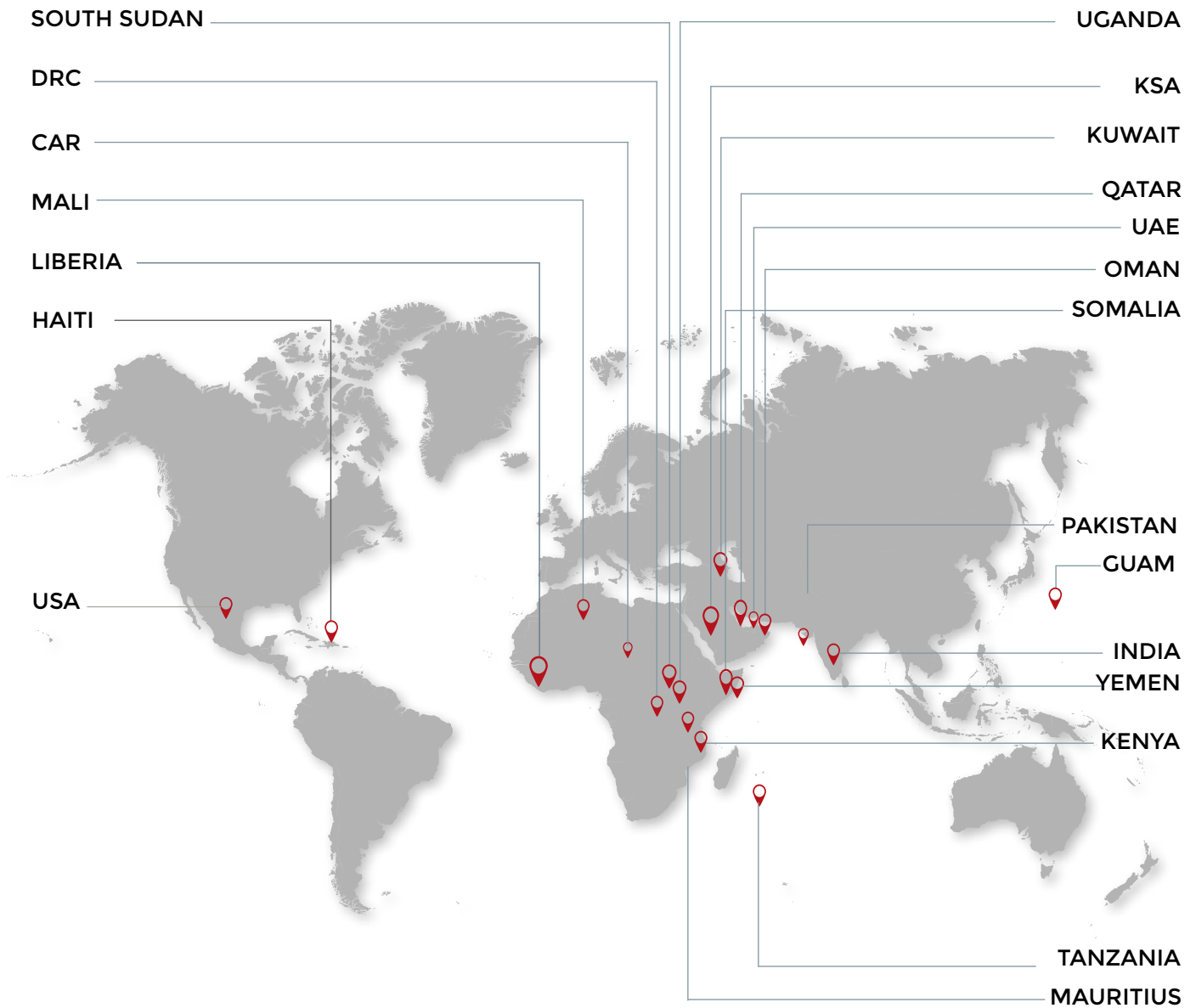
To develop and retain a qualified workforce to offer pre-eminent customer service, grow shareholder value and to place being a business for purpose on equal priority as being a business for profit.

## ESG STRATEGY

The Tristar Group has developed a long-term ESG strategy to meet the sustainable goals it has set for itself.



## GLOBAL FOOTPRINT



The map above depicts our presence across 21 countries. This report covers operations across 16 countries. The remaining 5 countries where Tristar doesn't have a significant presence has not been included in the ESG disclosures of this report.

# ACCREDITATIONS & MEMBERSHIPS



**IATA**  
Strategic Partnership



**JIG**  
Membership



**Gulf SQAS**  
Assessment



**Dubai Quality Group**  
Bronze Partner



**ISO**  
Certifications  
(9001, 14001, 45001)



**CDI**  
(Chemical Distribution Institute)  
Terminals Attestation





**UNGC**  
Signatory & Participant



**RoSPA**  
Membership



**Dubai Chamber**  
Membership



**EEG**  
(Emirates Environmental Group)  
Membership Since - 2019



**DMCC**  
5-Star Warehouses  
Rating Certificate



**LEED**  
Green Building  
Gold Certifications

# GLOBAL RECOGNITIONS



## Golden Peacock Global Award for Corporate Social Responsibility

Tristar Group was awarded the 'Golden Peacock Global Award for Corporate Social Responsibility' by the Institute of Directors for the third year. The award recognizes Tristar Group's efforts towards sustainable development, its recent Covid-19 response activities and the support extended to its employees and numerous communities where it operates.

## Logistics Middle East Awards

The 'Logistics Middle East Awards' brings together influential professionals and outstanding businesses to honor their exceptional efforts and achievements throughout the logistics and supply chain sector. Tristar Group was recognized for its efforts in 'Energy Supply Chain Management' and 'Corporate Social Responsibility.'



## Royal Society for the Prevention of Accidents (RoSPA) Awards

Royal Society for the Prevention of Accidents (RoSPA), a UK-based charity group working across occupational health and safety, road, home, leisure and education safety, has recognized Tristar Group's sustained commitment to the highest standards of health and safety by giving the 'Gold Award for Occupational Health & Safety,' 'Fleet Safety Gold Award' and 'Fleet Safety Trophy' – Middle East.

## Sheikh Khalifa Excellence Award (SKEA)

Sheikh Khalifa Excellence Award (SKEA) is more than just an award, it is a full-fledged program that includes quality and excellence-related goods, services, assessor development and training support to help businesses at each step of their sustainable development journey. Tristar Group received the 'SKEA Silver Award' and will continue to ensure that business decisions incorporate the needs of all stakeholders and are aligned with the organization's objectives.



## Oman Oil Marketing Company Award

Tristar Oman was named 'Best Contractor of the Year' during an event organized by Oman Oil Marketing Company on December 23, 2021. Tristar Oman GM Suresh Sampanna received the award where three out of the five 'Best Drivers Awards' were given to Tristar professional drivers.



### Mohammed Bin Rashid Al Maktoum Business Award

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

### Seatrade Maritime Award

The Seatrade Maritime Award honors organizations in the shipping and ports industry with exceptional corporate social responsibility. Tristar Group's Founder and CEO Eugene Mayne received the award for its ongoing 'Safety at Sea' initiatives that look after the health and well-being of seafarers. The award was presented by The Mission to Seafarers Regional Director for the Middle East & South Asia, Andy Bowerman.



### Arabia CSR Award

The 14th Cycle of the Arabia CSR Awards 2021 recognized Tristar Group as the 1st runner-up in the large business category. The award honors organizations in the Arab region that display remarkable leadership and dedication to corporate sustainability. H.E. Sheikh Majid bin Sultan Al Qasimi, Vice Chairman of ST Group LLC and Vice Chairman of CADD Emirates and Mrs. Habiba Al-Mar'ashi, President and CEO, Arabia CSR Network, handed the award.



### Dubai Chamber CSR Label

For the sixth time, Tristar Group received the Dubai Chamber CSR Label, developed by the Dubai Chamber of Commerce and Industry, reaffirming its commitment to operating in tandem with worldwide sustainability standards.



### Automechanika Dubai Awards

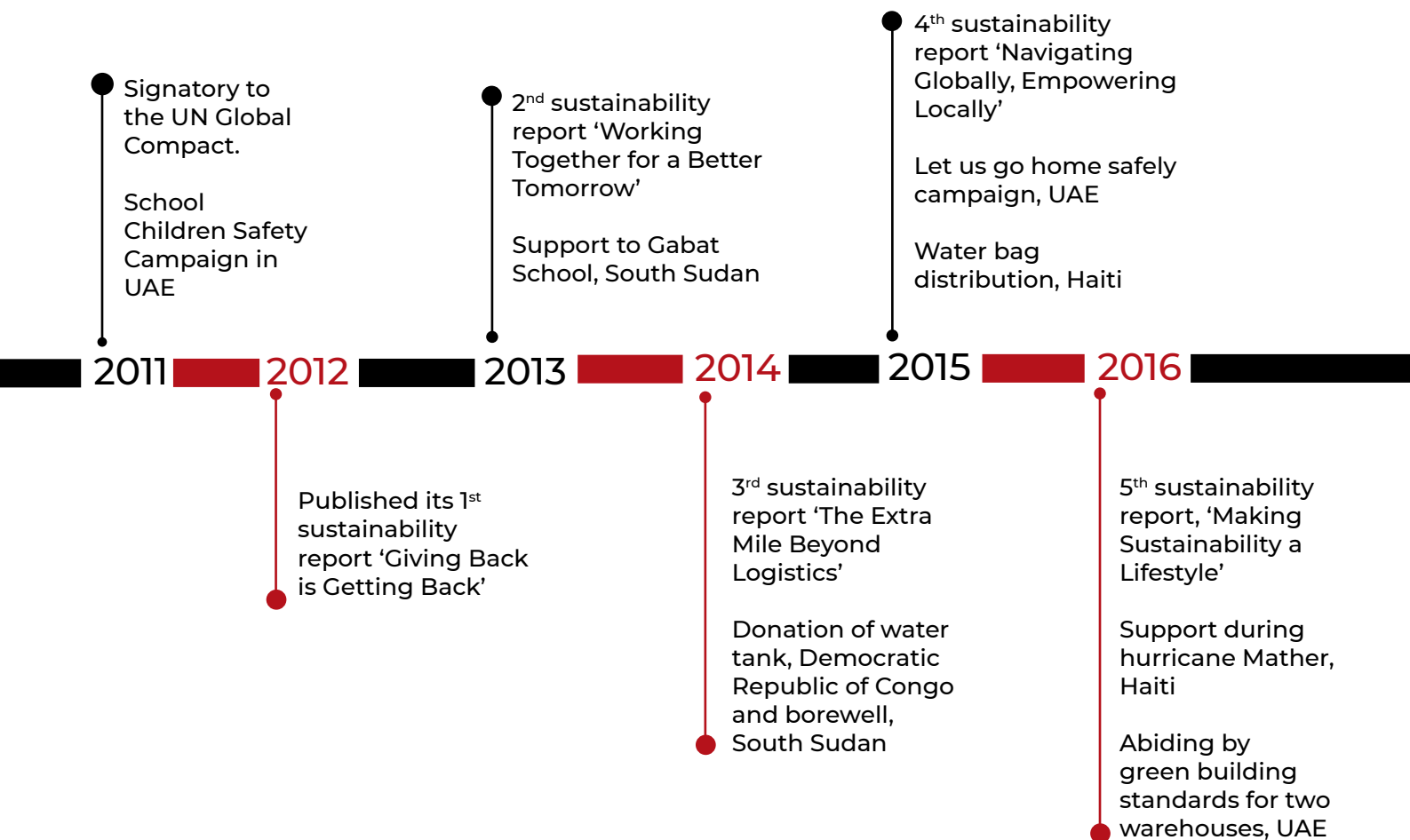
Tristar Group won the 'Commercial Workshop' category under the Middle East's Automechanika Dubai Awards, where winners were awarded in sustainability, safety, service, training and diversity. Individuals, organizations and products from all around the Gulf Cooperation Council (GCC) were acknowledged for their outstanding performance, remarkable service quality and sustainability efforts and achievements.



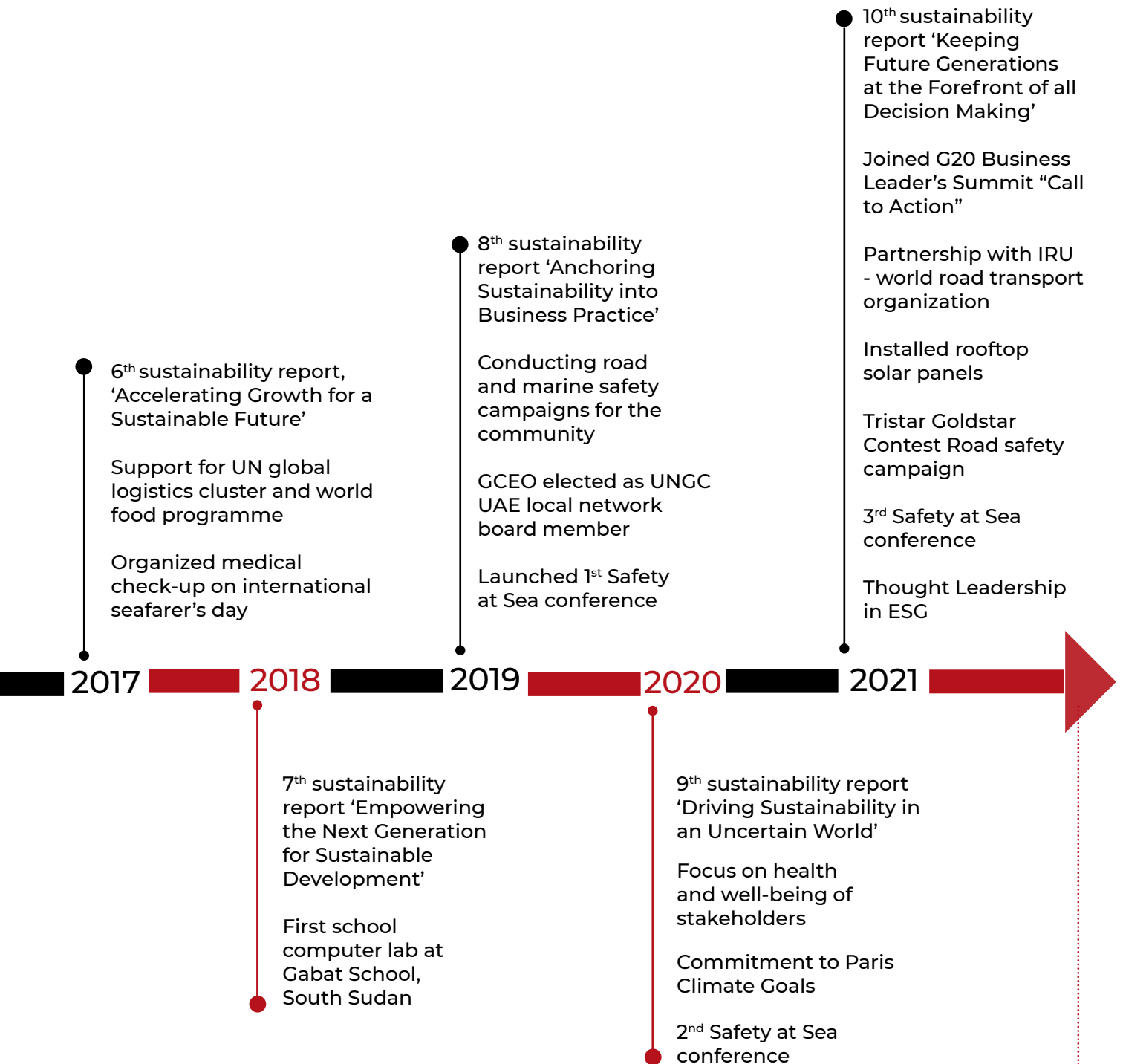
# SUSTAINABILITY ROADMAP

Sustainability has always been a core guiding principle at Tristar. In 2011 by signing the UN Global Compact (UNGC), the Group further solidified its mission to become an enterprise that operates in tandem with global principles of doing business

ethically and responsibly. In the years that followed, Tristar supported and conducted several campaigns to drive sustainability agenda across its operation and to support the attainment of the 17 United Nations Sustainable Development Goals (UNSDGs).







## ROAD TO FUTURE:

- Solar installations at JAFZA Warehouse, Warehouse-II and RAK division
- Total 2,000 tons of CO2 reduction targetted through solar installations
- Exploring options for containerized battery storage of solar power
- Exploring Electric vehicles and Grey water treatment plant
- Raising road safety awareness for youth



## REPORTING FRAMEWORK

Tristar Group has reported its sustainability performance in accordance with the GRI Standards for the period from 1 January 2021 to 31 December 2021. The report has also referred to GRI 11: Oil and Gas Sector 2021 Standards applicable to Tristar's line of business which is transportation and storage of oil and gas.

The GRI standards is a widely accepted sustainability reporting standard that provides a framework for reporting an organization's environmental, social and economic ramifications.

The Group follows and champions the Ten Principles of the UN Global Compact and is committed to achieving the 17 UNSDGs through its robust ESG policy and on-ground execution.

This report serves as a testament to Tristar Group's ongoing efforts to ensure stakeholder well-being,

responsible governance, operational continuity and environmental stewardship.

The report covers operations across 16 countries, including the United Arab Emirates, Oman, Kuwait, Qatar, Saudi Arabia, Pakistan, Haiti, South Sudan, Guam, Kenya, Central African Republic (CAR), Uganda, Democratic Republic of Congo (DRC), Tanzania, Somalia and Mali.

Tristar has multiple expansion plans in place and is looking forward into more countries, keeping ESG risks and opportunities in mind.

The remaining five countries where Tristar doesn't have a significant presence has not been included in the ESG disclosures of this report.



## STAKEHOLDER ENGAGEMENT

Tristar Group strives to engage both internal and external stakeholders at each step of its business operations.

The stakeholders are not only the backbone of Tristar's checks and balance system that tests, spots and highlights the sustainability goals and its execution, but they also play a crucial role in propagating the sustainability agenda to other fellow organizations around the world.

To ensure an effective and fruitful stakeholder engagement, the company utilize both offline and online modes.

This enables Tristar to reach out to a maximum number of stakeholders. It continuously engage with its stakeholders through multiple modes such

as emails, recurring newsletters, quarterly Board of Directors meetings, customers and suppliers annual workshops and surveys and several events organized by our partner institutions.

Tristar employees have the liberty to share their feedback either through the internal portals or by directly sending an email to concerned committees.

The Group also conducts an external stakeholders meeting on an annual basis to understand their point of view and pay heed to their valuable suggestions.

The annual workshop is followed by a feedback survey led by a materiality assessment of sustainability topics each year.

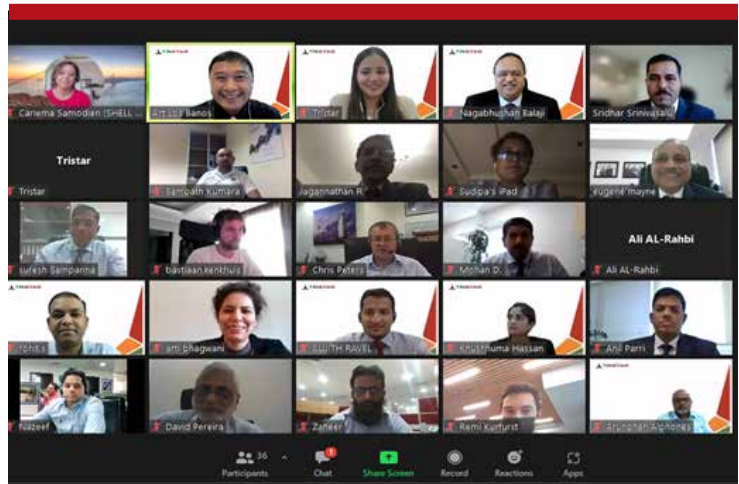
Stakeholder Group	Type of Engagement	Frequency
Employees	ESG Sub-committees, Regular Trainings	Quarterly
Board of Directors	Board Meetings as per Calendar	Quarterly
Government	Events, Workshops and Knowledge Sharing Sessions	As Needed
Customers	Stakeholder Workshop, Surveys	Annual
Suppliers	Stakeholder Workshop, Surveys, Procurement Processes	Annual
Associations and NGOs	Events, Stakeholder Workshops, Surveys, Collaborations	Annual, Ad-hoc



## STAKEHOLDERS' WORKSHOP

Tristar Group conducted its 7th External Stakeholders Workshop virtually on November 21 which was attended by more than 50 customers, suppliers, corporate partners, NGOs as well as management representatives from Tristar Group's various business verticals and support functions.

Prof. Dima Jamali, Dean of College of Business Administration of the University of Sharjah, was invited to share knowledge on Circular Economy. Tristar Group's Founder and CEO Eugene Mayne highlighted the importance of sustainability and urged the participants to join Tristar in its sustainability journey.



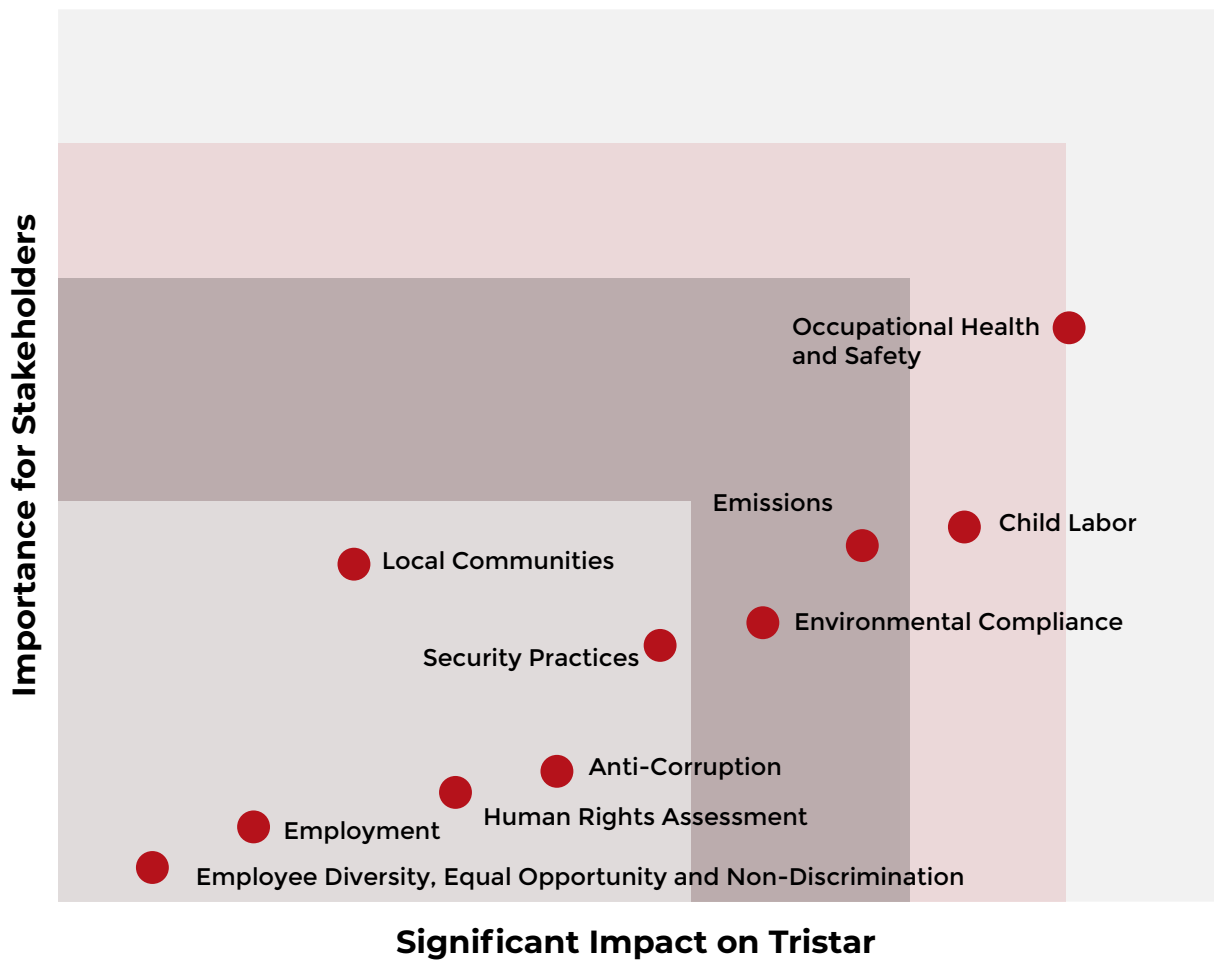
The participants were also requested to offer feedback on the company's materiality assessment and the programs to address ESG challenges.



## MATERIALITY ASSESSMENT

Tristar Group uses a comprehensive list of sustainability related topics and categorizes them under Environment, Social, Economic and Governance themes. Using these categories a poll was undertaken where feedback from both

internal as well as external stakeholders was received. Using the feedback provided by the stakeholders a materiality matrix was developed which is presented in the graphic below:



It is evident from the matrix that the most important sustainability topics that emerged through the stakeholders consultation and materiality assessment exercise include the following:



The above results are integrated into our long-term ESG Strategy and related programs as well as for reporting on sustainability disclosures.







# BUSINESS HIGHLIGHTS

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- ROAD TRANSPORT AND WAREHOUSING (RTW)
- MARITIME LOGISTICS
- FUEL FARM
- REMOTE AND COMMERCIAL FUELS



## BUSINESS HIGHLIGHTS



### ROAD TRANSPORT AND WAREHOUSING (RTW)

#### Linde Gas Middle East (LGME)

RTW has successfully extended its four-year agreement with LGME for road transport and distribution of packaged gases, cylinders and bulk gases, from LGME production sites, LGME customer sites, or sites where LGME sources its goods to LGME designated destinations.

#### ChampionX

In October 2021, ChampionX inked a three-year agreement with United Stars (Tristar Group's joint venture in KSA) for the road transportation of chemicals in bulk tankers in Saudi Arabia. The designated chemical tankers are fitted with specialized safety features to ensure that deliveries to customers are safe and dependable.



## ADNOC Strategic Project

In August 2021, Tristar Group signed a contract with SK ECOPLANT for road transportation at ADNOC's Mandous Project in Fujairah. Earlier in 2019, ADNOC had signed a five year contract with Tristar Group to transport petroleum products by road to various locations in the UAE.

## Cryogenic Asset Maintenance Services

Tristar has opened a state-of-the-art Cryogenic Service Center in Dammam, Saudi Arabia, to support its customers around the GCC. Tristar provides best-in-class maintenance and repair services for Cryogenic Equipment at this facility with a highly qualified team of technical staff with over 20+ years of expertise in Cryogenic Vessels and Vacuum Systems.



## Saudi Industrial Gas Company (SIGAS)

In February 2021, RTW entered into a two-year contract with SIGAS, a majority owned subsidiary of Linde KSA. Tristar transports liquid helium and gas helium skids by road from Jebel Ali in Dubai, United Arab Emirates, to different places around Saudi Arabia for SIGAS.

## CEMEX

In December 2021, CEMEX TOPMIX and Tristar Group agreed on a five-year contract that will see Tristar lease vehicles to transport CEMEX finished products to multiple customer locations in UAE.

## Warehousing / Storage & Distribution

In July 2021, TotalEnergies signed a three-year contract with Tristar to store and distribute marine lubricant oils at the Group's Fujairah warehouse. Tristar also renewed a storage agreement with ChampionX and Nalco Middle East in 2021 for the warehousing of packed industrial chemicals at the specialized chemical warehouse inside the Jebel Ali Free Zone in Dubai.



*We at RTW are committed to further enhance our performance with regard to Environment, 'People and Economic sustainability' with special focus on our core area of road safety and being responsible. All our actions and initiatives in this front are driven by our frontline workforce who are guided by our companywide culture of "barrier thinking".*

**Shivananda Baikady**  
General Manager – RTW





## MARITIME LOGISTICS

Tristar Maritime Logistics is the marine arm of Tristar Group, where we have been in the forefront in adopting the UN SDGs to reduce the overall greenhouse gas (GHG) emission by the maritime fleet.

The new building 25,000 DWT IMO II vessels ordered at the end of 2018 were successfully delivered with four coming in 2020 and the final two in January 2021. All six vessels despite the pandemic were delivered on time and on budget.

Upon delivery to Tristar the vessels were placed on Time Charter to Shell and have been performing as expected and planned.

Global Shipping accounts for c. 2.8% of all Carbon Emissions. Looking forward new regulations focusing on decarbonization and achievement of the Net Zero Target by 2050 and other targets by 2030 are expected, which could significant impact on how the Maritime Industry operates.

These new regulations which will come into effect on 1st January 2023, with the aim to reduce overall emissions through to 2030 have already been adopted by Tristar for its new-builds in 2016 and in 2020/21, through it's proactive effort.

These vessels now already meet the new regulations through to 2030 without having to make any further modifications.

We have also carried out extensive studies to calculate the (EEXI) Energy Efficiency Existing Ship Index for all our vessels which are in compliance with the new requirements.

We started monitoring Carbon Intensity Indicator (CII) for all ships from 2021 onwards to ensure we manage & improve the rating of our vessels.

### Possibilities being explored to reduce GHG emissions



JAWS (Just Add Water System) by Shell



Effective hull paints



Propeller Boss Cap Fin (PBCF)



Carbon capture technologies



As a signatory of the Poseidon Principles, Tristar has collaborated with the Financial Institutions, who are also signatories, by sharing and reporting its emissions.

Other initiatives being explored to reduce GHG emissions include Just in Time Arrival, JAWS in collaboration with Shell, PBCF (Propeller boss cap fin), Carbon Capture Technologies, Effective Hull Paints, Hull design modifications, etc.

Various concepts have been reviewed for alternative fuels including battery-powered vessels for the coastal fleet and dual fueled ocean going vessels.

*Key successes from the Safety At Sea conferences include the establishment of a Help Line in association with the Sailors' Society enabling seafarers and their families to get immediate support in times of need. Identifying mental fatigue of seafarers and helping them to overcome the fatigue continued to be our top priority".*

**Chris Peters**

Maritime Logistics CEO







## FUEL FARM

### Guam Terminal

Tristar Terminals Guam, Inc. (TTGI) secured a contract with the Port Authority of Guam to manage and operate the F-1 fuel pier.

The contract commenced in April 2021 and is for a performance period of five years. It further secured a contract with Mobil to provide a new pipeline connectivity system and throughput services.

The system was constructed in 2020. A spot storage contract was added by Mobil to store ULSD - Ultra-Low-Sulfur Diesel fuel.

As a measure of horizontal integration, TTGI commenced a new line of businesses in 2020 as an engineering & procurement contractor and secured a contract with the Guam Power

Authority to Clean, Inspect and Refurbish two bulk fuel tanks.

Despite the pandemic, TTGI managed to deliver seamless and uninterrupted services and successfully handled over 10 Million Barrels in 2021. The fuel farm was recognized as an outstanding site by the Defense Logistics Agency (DLA) during their annual 2021 inventory audit.

TTGI successfully renewed its National Pollutant Discharge Elimination System (NPDES) permit with the US Environmental Protection Agency (EPA).

It also successfully renewed the certificate of adequacy with the United States Coast Guard to receive fuel through F-1 fuel pier.



“

*Key Sustainability is deep-rooted into our work culture. In 2021, we utilized around 56 Million liters of recycled water to conduct tank hydrotesting operations. This not only brings financial savings but also to a large extent promotes conservation and sustainability”.*

**K K Vikraman**

General Manager  
Tristar Terminals Guam, Inc.



Recognized as an exceptional facility by DLA



Renewal of certificate of adequacy with the US Coast Guard



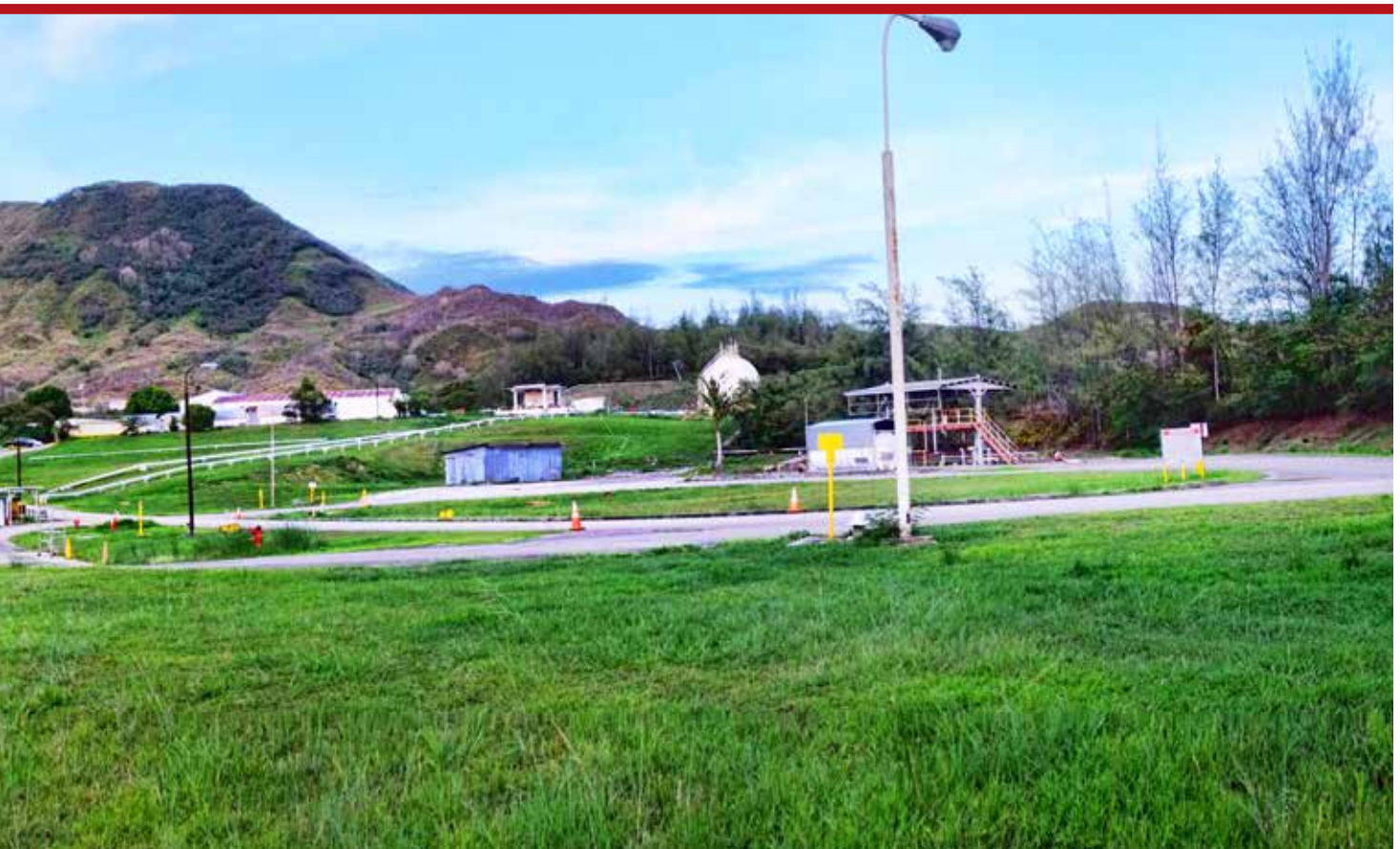
Processed over 10mn barrels



Started new line of business as engineering and procurement contractor



Renewal of National Pollutant Discharge Elimination System permit with the US EPA





## FUEL FARM

### Jebel Ali, UAE Chemical Terminal

Tristar Group initiated multiple infrastructure expansion projects with a budget of 12 million dollars, at its Chemical Terminal located at the Jebel Ali Free Zone.

The construction of 10 new above-ground storage tanks began in April 2020. The storage capacity grew from 5,500 Cubic Meter (CBM) to 20,500 CBM when the project was completed in May 2021, with each tank's holding capacity of 1,500 CBM.

A second loading gantry and drumming lines with 10 dedicated Stainless Steel (SS) pipelines to accommodate four road tankers and drumming for

flammable liquid, a 100-ton capacity weigh bridge and a two-storey office building with a Supervisory Control and Data Acquisition (SCADA) control room were among the other improvements to the chemical terminal.

Additionally, three cargo import SS lines from the jetty to the terminal were also commissioned, along with an in-house nitrogen generator and upgraded firefighting and fire alarm systems following the most recent National Fire Protection Association (NFPA) and UAE Fire and Life Safety Code of Practice Standards.



*When we acquired the facility in 2019, we invested in the UAE's vision and its position as a significant logistics hub. The upgraded facility will be a turnkey and fully integrated distribution center that has the ability to handle bulk imports and packed chemical products at high volumes."*





10 new above-ground storage tanks



Second loading gantry and drumming lines with 10 dedicated stainless steel pipelines



Two-story office building



A Supervisory Control and Data Acquisition (SCADA) control room



Three cargo import stainless steel lines



An in-house nitrogen generator



Upgradation of firefighting and fire alarm systems



CHEMICAL TERMINAL (UAE)



## FUELS - REMOTE FUEL

### Mali

Tristar Fuels became the first company to have deployed specialized new 8x8 recovery trucks in Mali which were used in Mopti-Tombouctou and Gao-Kidal-Manaka-Aguelhok-Tessalit regions to strengthen the fleet recovery and safety during security convoy movements.

### Sudan

In addition to its current contract with an NGO since 2020, Tristar Fuels has been given a new long-term contract by another NGO in 2021 to deliver gasoline to 12 regional sites that assist humanitarian relief work.

### Central African Republic (CAR)

Tristar Fuels has set up two remote fuel operations sites in Alindao and Zemio, each with a 50-KL storage capacity. These fuel operation sites are providing fuel supplies to international organizations operating in the region.

### Yemen

Tristar Fuels has been supplying fuel to NGOs that provide humanitarian help in all the 22 governorates since 2018.





## South Sudan

Tristar Fuels owns and operates river crafts to facilitate the movement of petroleum oil and lubricants to river-fed sites in South Sudan.

It is the only company that owns and operates Jet A-1 barges in the region and has a dedicated fleet of three barges with 550 CBM capacity each, two pushers and one landing craft trailer.

The Group will operate in 2022 an accommodation barge for the movement of the personnel of the peacekeeping mission who accompany fuel

movements. In 2021, Africa Petroleum Company Limited established an Aviation Fuel Station at Wau Airport with a total storage capacity of 711 KL.

Currently, 2 x 18 KL Refuellers are positioned at Wau Airport to meet the airport requirements. All facilities are fully compliant with international standards like International Air Transport Association (IATA) and Joint Inspection Group (JIG).

## Uganda

In October 2021, Tristar Group officially opened its Fuel Farm and Fuel Hydrant system at the Entebbe International Airport to meet the country's growing aviation fuel requirements.

The project is expected to play a crucial role in Uganda's economic development as it will help increase aviation traffic.

This facility is built to the latest Aviation specifications, meeting all IATA and Joint Inspection Group (JIG) standards with state-of-the-art technology to supply fuel to the airport 24X7 and a leak detection system, the first of its kind in the region.

The facility consists of three Jet A-1 tanks of four million liters each, one hydrant water tank of two million liters capacity, a truck unloading gantry, a refueller loading gantry, a test rig for hydrant dispensers simulation tests and maintenance and a dual 10" hydrant line of seven kilometers running from the fuel farm to cover the Cargo Apron and Passenger Apron at the airport.



*With emphasis on our business principles and strong ESG culture, we continue to remain as the preferred partner for international organizations in the African region for peace keeping and humanitarian operations. As we grow, we will continue our best efforts in building relationships with local communities and maintaining the right balance of doing business and community development, what we call in Tristar as "Business for Purpose".*

### Anil Parri

General Manager, Fuels





## FUELS - COMMERCIAL FUELS

### AFAL Lubes

2021 saw Tristar and Chevron embark on a strong partnership journey: blending of Caltex lubricants locally in Kenya. As a result, now the Caltex brand is being produced locally while maintaining its original quality and standards.

The lubricants produced in Kenya will serve the entire East African region all the way to South Sudan and Eastern DRC. The Lubricants market in the East Africa region is growing exponentially and with continuous effort this business sector will register

sustainability in growth. AFAL Tanzania is marketing the Caltex lubricants brand in Tanzania. This is a new company in the list of ever-growing entities within the Tristar Group.

The economies around the East Africa are modernizing with a strong indication that they will become middle class economies in less than ten years. This future is what the lubricants sector is looking to tap in for growth and sustainability.

### Supply, Operations and Commercial Sales of Fuel

The year 2021 started on a difficult note with the Covid-19 pandemic triggering a worldwide shutdown on movement of people and goods. Despite the shut-down, Tristar was resilient in the marketplace, delivering on its supply contracts without failure.

Kenya's strategic position as the gateway to East Africa makes Tristar Kenya stand out as the nerve center for logistics and supply to entities both

within Kenya and beyond. This has seen us supply our entities in Kenya, Somalia, Uganda, South Sudan and as far as Obo in CAR.

This resilience in the face of a pandemic shored up the Tristar brand in the eyes of our clients and we shall count on our good name for sustainability. Kenya will remain a hub for supplies and fuel operations both to the affiliates and commercial customers in the region.





The Economy of Kenya in 2020-22 recovered significantly from the ravages of Covid-19 in 2020 which had led to an economic meltdown due to the cessation of movement and curfews in all the countries major towns.



In 2021-2022 the Government of Kenya began to subsidize Retail Fuel prices to cushion the population from the effects of the high International Crude prices.



The economic recovery led to increased demand for Fuel thus leading to increased sales at all our existing Fuel stations.



In 2022 we started the year with a strategic plan to ensure that AFAL has a footprint in all the major towns including Mombasa at the coast.

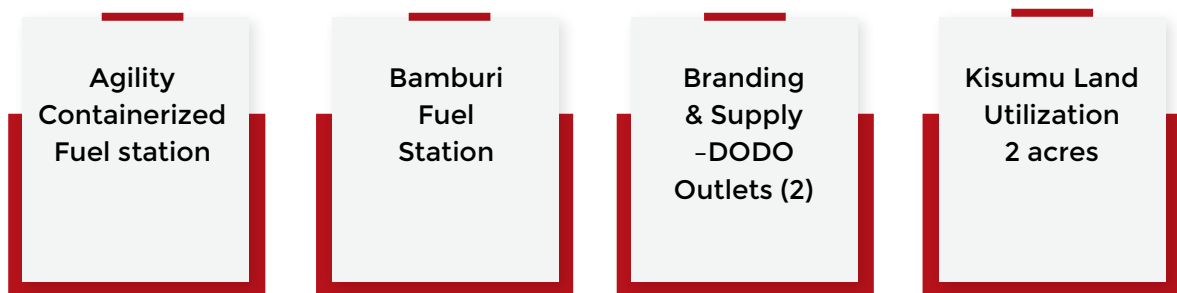


THE Mtwapa station in the coast is expected to be up and running by July 2022

In future, AFAL plans to take over the running of the Twin City Station from the previous dealer with the intention of having a model station as well as to ensure the station green areas are properly taken care off to give green energy to the site.

The station offers other non-Fuel services which Include Car wash & vacuuming, Oil Change and a fully stocked Lube's shop targeting Local Mechanics and Car Accessories shops in the area.

#### Future Projects :







# RESILIENT ECONOMIC GROWTH

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- BALANCING BUSINESS AND  
SUSTAINABILITY CONSIDERATIONS



# RESILIENT ECONOMIC GROWTH

**30%**

Increase in  
EBITDA

**10%**

Increase in  
employee earning  
and benefits

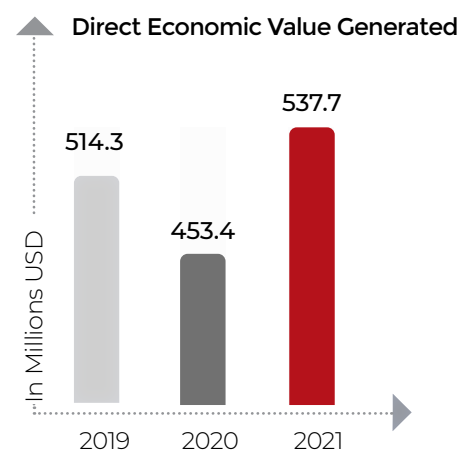
**350K USD**

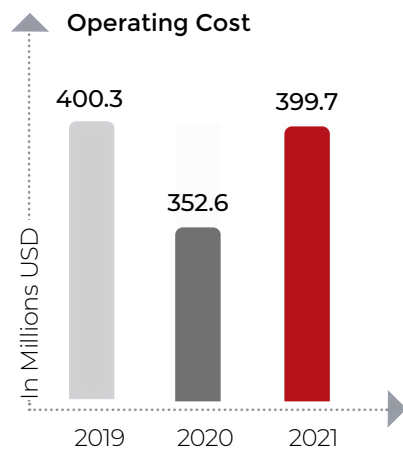
Worth community  
investment

Tristar's performance in 2021 reflects improving market conditions and our ability not only to be a resilient and diversified business model, but also our capacity to focus on strategic customers and opportunity to grow. We continue to build up a strong pipeline of growth opportunities across all our business segments and deliver attractive returns to our shareholders. We pride ourselves on our long-standing relationships with our blue-chip clients who have been key enablers to our continued success. The Group saw 30 % rise in EBITDA for 2021.

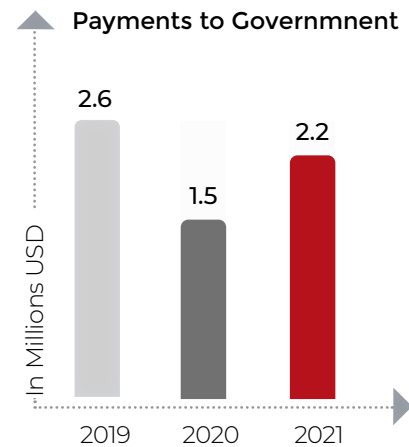
All four of the Group's business segments aligned in showing outstanding improvement compare to last year.

Employee earnings and benefits climbed by about 10%, while payments to the government increased by nearly two-fold in the year 2021 as compared to the year 2020.

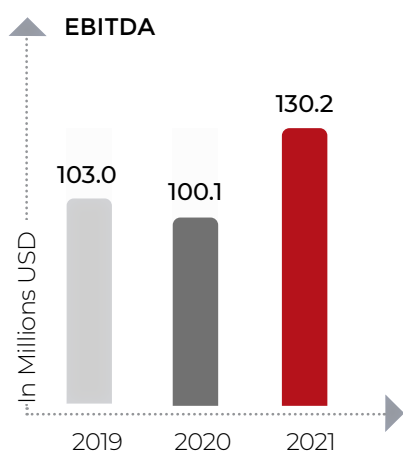




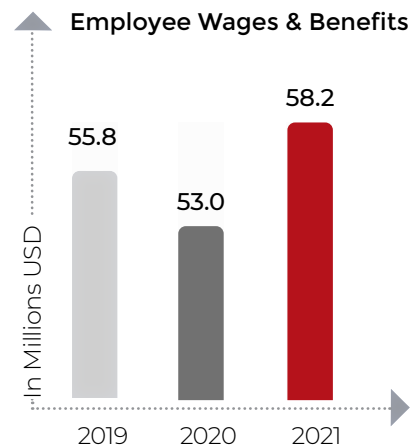
As operations returned to near normal level, Tristar Group's operational costs plunged back to its standard expected values.



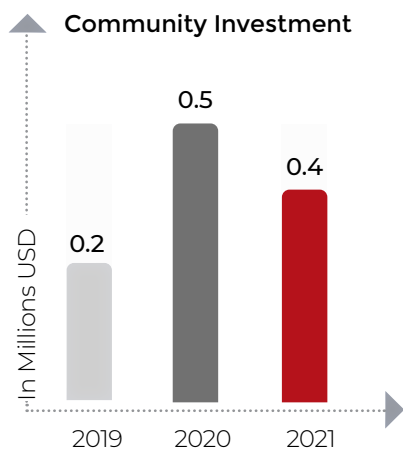
Tristar Group saw a significant two-fold increase in the payments made to the government entities in the year 2021.



In 2021, Tristar Group's earnings before Interest, Taxes, Depreciation and Amortization (EBITDA) rose by about 30%, marking a significant economic recovery post-pandemic.



Tristar Group spent 10% more on employee wages and benefits in the year 2021 as compared to the year 2020.



The Group's overall community investment saw a nominal decline this year as compared to 2020. In 2020 we undertook exceptionally high number of community welfare initiatives due to the pandemic.



# ETHICAL & RESPONSIBLE GOVERNANCE

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- BOARD OF DIRECTORS
- AN EMBEDDED CULTURE
- EDUCATION & AWARENESS
- SUSTAINABLE SUPPLY CHAINS

BOARD OF DIRECTORS

## ETHICAL & RESPONSIBLE GOVERNANCE

Tristar Group believes that a robust governance framework is essential for achieving long-term sustainable success, creating value for stakeholders and giving back to the community. The underlying

ethos of People, Planet and Profit drives Tristar Group's governance framework and how it reads, reacts and responds to risks impacting the company's ability to generate value for stakeholders.

### BOARD OF DIRECTORS

#### Internal Audit Committee

Business Unit Head



Group Chief Financial Officer

Group Chief Administrative Officer

Group Chief Human Resources Officer

Head of Information Technology

Head of Risk and Compliance

#### Group Chief Executive

#### Cross Functional Committee

ESG Steering Committee

Business Excellence Committee

HSEQ Committee

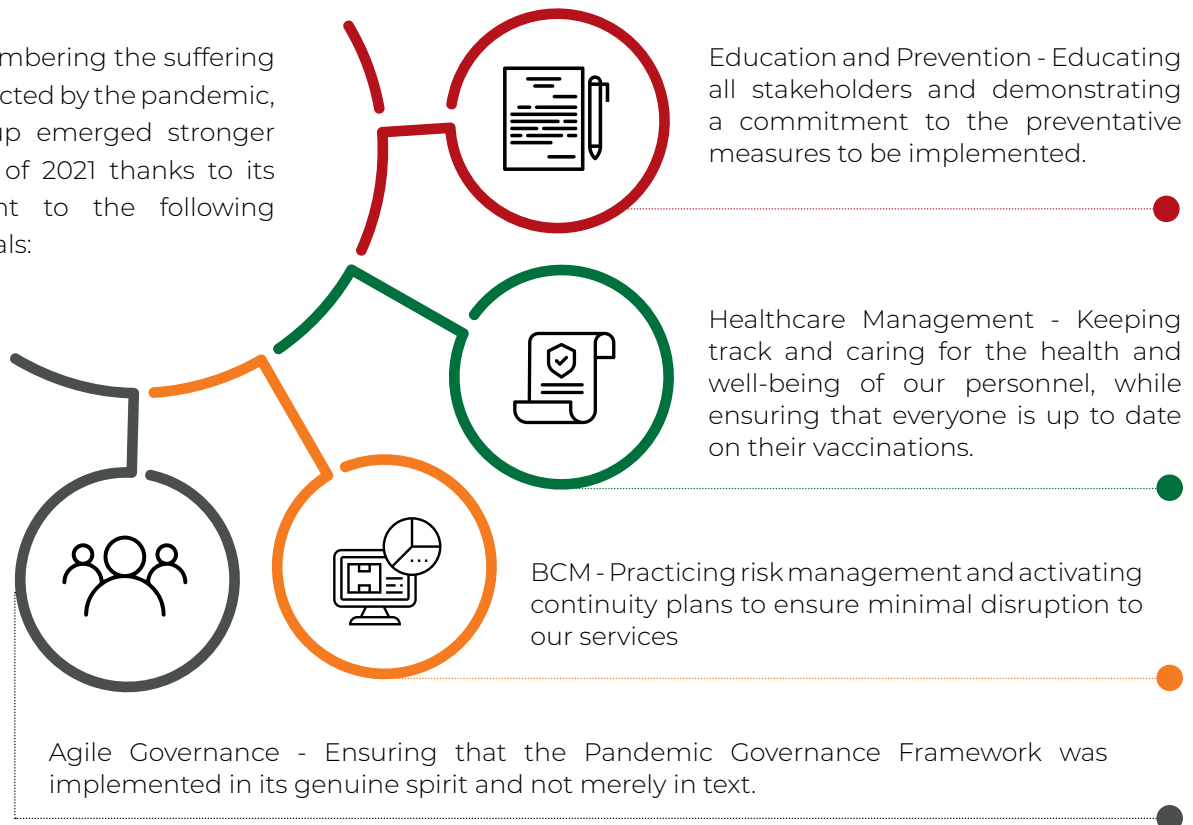
HR & Employee Welfare Committee



## COVID-19

The year 2021 was still raging with the Covid-19 pandemic; however, companies worldwide were better prepared for the “waves” that interrupted operations and put their resilience to the test.

While remembering the suffering of those affected by the pandemic, Tristar Group emerged stronger at the end of 2021 thanks to its commitment to the following fundamentals:



As a result of all the precautionary measures and safety practices that Tristar Group employed, it recorded zero fatality at work and critical cases were restricted to the single digit during the raging pandemic.

Tristar Group emerged as a resilient and trustworthy organization throughout the pandemic.

As it moves forward into 2022, the lessons of excellent risk management and governance procedures learned during the pandemic will bode well in becoming a more sustainable organization in the coming future as well.



*Governance is a culture. It is how we respect and practice this culture that leads to organizational excellence”.*

**Balaji Nagabhushan**  
Group Chief Administrative Officer



## AN EMBEDDED CULTURE

Tristar Group's 'Do the Right Thing, Always' culture defines the dynamic environment it has nurtured for its stakeholders.

This culture is ingrained throughout the organization and implemented deeply across the value chain of the Group network. The effects and efficacy of the practices are validated through the quarterly meetings of the Board of Directors comprising five members representing its shareholders.

Tristar Group's integrated approach to Governance, Risk and Compliance (GRC) continues to support its business as usual in driving performance, ensuring regulatory compliance, improving internal accountability and oversight of policies, processes and systems, and ensuring ethical conduct of its business across the ranks.

The GRC program at the firm drives transparency and accountability among both internal and external stakeholders by establishing the required policies and structures and ensuring oversight across the operation.

The audit committee functions as a neutral platform for discussing the overall assurance of the organization's governance mechanism in attaining its goals.

The Internal Audit Charter, which was amended and re-circulated in 2021, gives the internal audit team the ability to implement and report on a risk-based internal audit plan.

Tristar's Business Ethics Policy and its implementation across all its operations ensures ethical conduct of business. A whistle-blowing hotline provides a medium for reporting any unethical behavior by Tristar or its employees and actions are initiated for training and re-training employees to respect and adhere to the ethical code of conduct in its true spirit and not just by letter.

The fundamental principle adopted to minimize negative impact due to the group's activities from a Business Ethics perspective is to inculcate a culture of "Doing the Right Thing", across the organization.

## Information Technology Drives Tristar's Quest for Growth

In 2021, Tristar consolidated its technology foundations with great enhancement in the delivery of the Transportation Management System and Human Capital Management System by utilizing the Oracle Hybrid model implemented in 2017.

Through the Oracle platform, Tristar was able to automate the Blending activities in Kenya with a fully integrated solution.

Data loss and disaster recovery modules have also been upgraded throughout the year with strong Disaster Recovery Solutions in place that are regularly tested to ensure availability during worst-case scenarios.

The Group also implemented an outsourced Security Operations Centre to serve as a central engine to monitor and act upon all Information security threats.

This technology driven initiative is supported by other advanced security infrastructure and tools, such as the DARKTRACE Self Learning and AI tool for network security and end-point security.

The prudent usage of Information Technology is key to delivering on the promise of increased efficiency, cost optimizations and better profitability.

## Thought Leadership in ESG

As a signatory to the UN Global Compact and by adopting the UNSDGs, Tristar Group continues to interact with external stakeholders and contribute by sharing its experience and best practices to become a “Business of Purpose” against its ESG pillars of Environmental, Social and Governance.

The inclusion of the Group's Founder and CEO Eugene Mayne on the UAE Chapter's Board of Directors demonstrates Tristar's commitment to this purpose.

At Expo 2020 Dubai, Tristar had the amazing opportunity to share real world experiences of adopting best practices and integrating them into the organization's culture and ethos.

This was through the sponsorship of the Indian Pavilion it Group displayed its products, services, health and safety operations, and sustainability efforts via a giant and an interactive screen.



*In 2021, we had opportunity to share our practical experiences, including pitfalls, of adopting best practices without embedding the same within the culture and ethos of an organization. Some of these forums were, organized under the aegis of the recently concluded Expo 2020 Dubai.”*

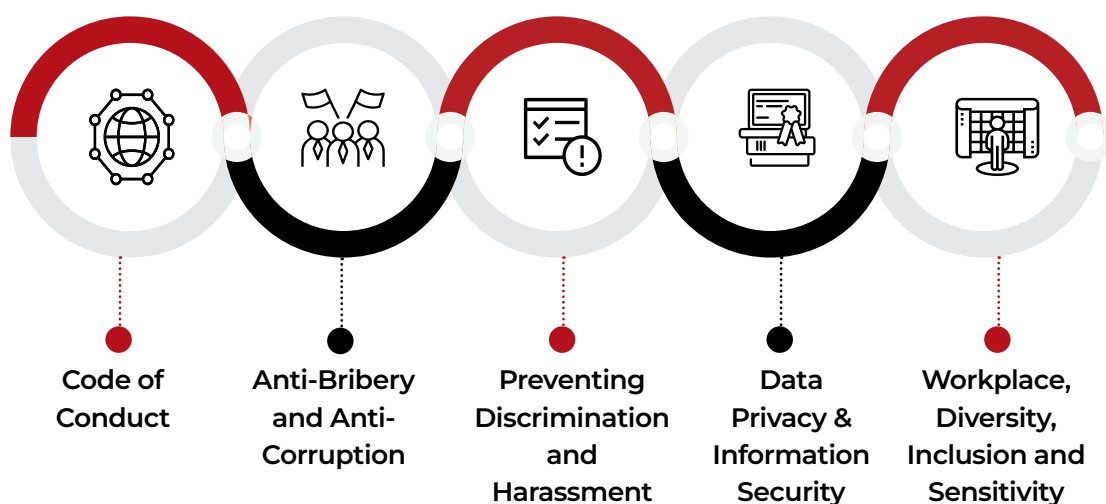


## EDUCATION & AWARENESS

Education and awareness among Tristar Group's employees are critical to maintaining an ethical and responsible organizational culture.

The Online Compliance Training Program, which was introduced in 2020, was a big success, with five courses covered.

### Topics Covered in the Online Compliance Training Program



Employees and other stakeholders are encouraged to undertake training programs and report unethical behavior without any fear of retribution using an independent whistle-blowing framework.

There was no unethical activity reported in 2021. The company continued to implement the practice of soliciting agreements from suppliers and partners based on Tristar Group's Code of Conduct through a written statement entrenched in the vendor registration process.

Over 489 vendors supported Tristar Group's commitment to conducting business ethically.

The Group's well-established rules, processes and protocols in areas such as human resources, finance, IT, HSE, procurement and others are communicated through the upgraded intranet portal.

These policies and processes support governance mechanisms at the core.

The company continued to be subjected to numerous evaluations and audits of the processes and procedures against various management systems, including ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 39001:2012 and the Sustainability and Quality Assessment System (SQAS).



These evaluations provide the essential assurance of the policies, procedures, systems and practices compared to international standards, along with the necessary areas of improvement.

The Group is also subjected to audits by its own clients, including oil giants such as Shell, BP, ADNOC, Total, which provide an immense opportunity for driving improvements and keeping abreast with global best practices.

The internal and external audit reports present Tristar with the necessary insights for improving governance procedures across the organization.



*Multiple Excellence Awards at the head office shelves demonstrate Tristar's dedication to sound and ethical practices in governance, risk and compliance processes.*



## SUSTAINABLE SUPPLY CHAINS

The Group's supply chain is intricate and includes multiple stakeholders such as suppliers, contractors and service providers.

Tristar encourages its supply chain actors to embrace sustainability initiatives that benefit the community and reduce environmental impact.

Through the supplier satisfaction surveys and stakeholder consultation exercise, the company continuously engages with them to gather feedback and improve the sustainability performance of the supply chain.





## Social Compliance & HSEQ Screening and Assessment

Tristar is committed to the principles of the UNGC and meets the body's expectations on respecting and supporting human rights causes. It takes voluntary action to ensure non-infringement of human rights with its suppliers and operate in areas where there are strong governance frameworks.

The Group has a zero-tolerance policy for all forms of forced and compulsory labor and disassociates with partners that are in violation with the Labor and Human Rights principles of the UNGC.

Tristar diligently works to ensure that its service providers and contractors constantly work towards protecting the human rights of their employees and communities in the regions where they operate.

Before signing any contract agreement, the Group conducts a pre-qualification HSEQ screening of all its service providers that work on infrastructure projects worth more than AED 100,000.

The Procurement Team has also communicated a Code of Conduct to all vendors, regardless of project scope or purchase value.

This strengthens the commitment of vendor partners towards HSEQ and social standards compliance.

In addition to the Procurement Team's regular vendor evaluations, the HSEQ and Business Excellence teams conduct HSEQ and social compliance assessments of contractors and service providers.

Based on performance, the outstanding contractors/ service providers who support the Group to achieve its sustainability targets are recognized and rewarded.

This strengthens stakeholder relationships and strongly encourages sustainability throughout the supply chain.

In 2021, Honest Construction LLC, a Dubai-based civil contractor, was rewarded for accomplishing the HSEQ project milestone of 257,484 man-hours without Lost Time Injury (LTI) at the Group's Warehouse 1 Additional Chamber and at the Chemical Terminal Tank Farm Expansion projects.





# SAFETY CULTURE

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- LEADING THE SAFETY CULTURE
- PARTNERSHIP WITH IRU
- HSE STATISTICS
- EMERGENCY RESPONSE PREPAREDNESS
- SAFETY CAMPAIGNS
- HSEQ COMPLIANCE
- REWARDS & RECOGNITION
- SECURITY OF OUR PEOPLE AND PROTECTION OF ASSETS



# SAFETY CULTURE

**16.9**

Million  
Manhours Worked

## LEADING THE SAFETY CULTURE

Health and Safety is embedded within Tristar culture enabling it to set high standards and taking up community and Industry leadership role, apart from ensuring that its employees, visitors and customers stay safe and secure.

**0**

Occupational  
Disease Cases

Despite the travel and other movement restrictions and curfews imposed during the second and third waves of the Covid-19 outbreak, Tristar remained committed to protecting employees against any health and safety risks.

**0.011**

Injury Rate

It ensured that all its 2000+ employees were in good health and that their basic needs were fulfilled without any lag while ensuring work continuity and seamless supply chain management.

**0**

Fatalities

Under the supervision of the Covid-19 Management Committee, multiple teams were created to oversee Covid-19 related issues and action plans were developed for the well-being of all employees. Periodic meetings were held which offered a forum for employees to express and address concerns.

The APEX HSEQ & Sustainability Committee continued to assess and analyse work-related health and safety arrangements and also to strengthen the company's safety culture.

Our Health & Safety Governance and Management Systems were recognized by several global bodies, which resulted in numerous awards and accolades related to safe operations.

Tristar was awarded RoSPA Gold Award for Occupational Health & Safety, RoSPA Fleet Safety Gold Award and RoSPA Fleet Safety Trophy – Middle East as a recognition of its leadership position and best practices in Health & Safety.

### RoSPA awards won by Tristar Group



RoSPA  
Gold Award



RoSPA Fleet Safety  
Gold Award



RoSPA Fleet Safety  
Trophy - Middle East



*Our resilient sustainability framework ensures safe and sustainable operations while nurturing next generation leaders”.*

**Sridhar Srinivasalu**

Group HSEQ & Sustainability Manager

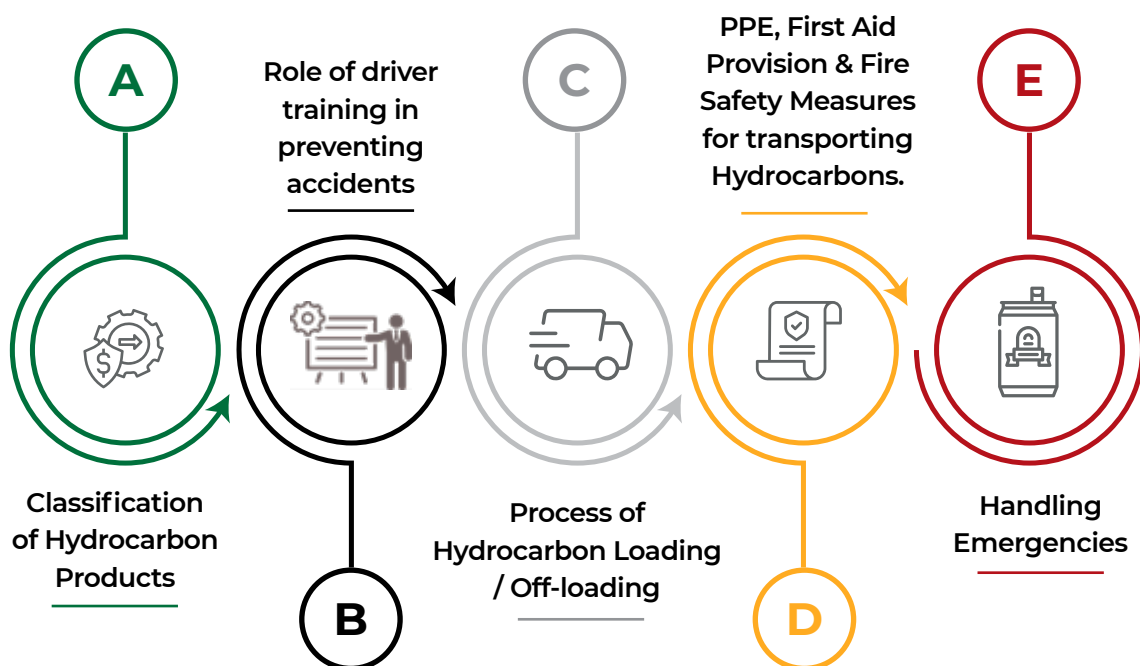


## PARTNERSHIP WITH IRU

Tristar partnered with the International Road Transport Union (IRU) to promote and improve sustainable road transportation, operational efficiency and road safety. Tristar's HSEQ Team members and driver mentors attended the IRU

Road Masters 'Train the Trainer' program as part of this collaboration. The four-day onsite and offsite sessions covered both practical and theoretical training.

### Training Topics Covered by Tristar and IRU



The participants underwent written examinations and practical tests for their qualification in the IRU Road Masters 'Train the Trainer' hydrocarbon program. The qualified trainers can now extend this hydrocarbon program training to all Professional drivers of the Group.

Tristar also obtained Transports Internationaux Routiers (TIR) from IRU. TIR is the only global transit system that enables goods to be shipped from the country of origin to the destination country in sealed load compartments controlled by customs via a multilateral, mutually recognized system.

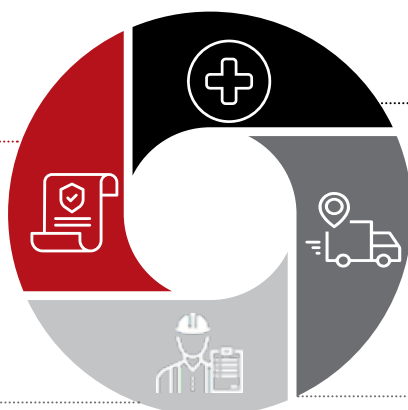


## HSE STATISTICS

Parameters	Years		
	2019	2020	2021
KM Driven (Millions)	62,700,310.00	65,612,792.00	68,600,973.00
Man hours (Millions)	17,719,391.00	15,882,176.00	16,951,963.00
Number of HSE incidents	22.00	19.00	18.00
Number of fatalities at work	0.00	0.00	0.00
Number of High Consequence Work Related Injuries	0.00	0.00	0.00
Number of Occupational disease cases	0.00	0.00	0.00
Number of LTI (if the casualty is not reporting on duty on next working day/his next shift)	0.00	1.00	1.00
Lost days (work related illness/disease/injury/sickness)	0.00	7.00	8.00
Fatality Rate	0.00	0.00	0.00
High Consequence Work Related Injuries Rate	0.00	0.00	0.00
Injury Rate	0.00	0.01	0.01
Incident rate	0.25	0.24	0.21
Occupational disease rate	0.00	0.00	0.00
Lost day rate	0.00	0.09	0.09

The groups incident rate per 200,000 man-hours in 2021 has fallen by 44% from the baseline 2018, from 0.378 to 0.212.

Through an excellent HSEQ Management System, the company accomplished 'Goal Zero' in 2021 and concluded the year with zero fatality.



Zero work-related injuries and occupational disease cases were reported this year.

Tristar's fleet clocked nearly 3-million extra kilometers as compared to the previous year. This marked a consistent and steady uptick in the fleets and their safety performance.

## EMERGENCY RESPONSE AND PREPAREDNESS (ERP)

### Inter-Business Mega Drill Exercise with Tristar RTW and Maritime Logistics

The Road Transport and Warehousing (RTW) and Maritime Logistics business lines jointly conducted an Emergency Response and Preparedness (ERP) scenario on October 26, 2021, at Fujairah Port to simulate an oil leak, a truck fire and a medical and security crisis. The drill involved a road tanker delivering oil to coastal vessel Tristar Spirit within the jetty area.

Due to a loose cam-lock, the delivery hose pipe on the road tanker disconnected from the vessel inlet during product pumping, resulting in leakage into the sea. The prompt response received by the road transport emergency controller, Port Control Tower Team and the ship's emergency response crew with support from Fender & Spill Response Services LLC (FSRS) enabled the oil spill on sea to be contained and cleaned swiftly.

The oil leak drill was followed by a demonstration of a fire emergency as well as medical and security crisis, wherein the truck batteries caught fire while supplying to another Tristar coastal vessel, the Legend, in another jetty. The helper got a second-degree burn while attempting to turn off the battery master switch and use the fire extinguisher.

The RTW incident commander and the Civil Defense squad were immediately informed about the situation.

Along with an ambulance, the Civil Defense Team arrived at the scene and promptly extinguished the fire, provided first-aid to the helper and shifted him to the hospital for additional treatment.

While the firefighters were trying to extinguish the fire, an unknown vehicle attempted to enter the site, causing a security alert. The port security promptly informed the port police who took over and handled the case.

The RTW, Tristar Spirit and Tristar Legend Emergency Response (ER) Teams, with the Fujairah Port Authorities, Fender & Spill Response Services, Port Authority – Marine Department ER Team, Civil Defense, Port Medical Centre Ambulance, Port Security and Fujairah Police were among those who took part in the drill.

The drill was observed by the Tristar HSEQ team and visitors from the Fujairah government. The drill was successful, with all involved departments acting diligently, swiftly and in coordination with one another. Following the drill, observers identified the areas of improvement and conveyed them to the appropriate individuals, allowing Tristar's ERP to continue to evolve.



## CASE STUDY– REAL TIME MEDICAL EMERGENCY



Tristar Group's employee who is a mechanic, fell unconscious while aiding a senior on March 15th. At first, there was no pulse or response and Mr. Arundhan the Product Head and also an ERM team member immediately administered CPR using the defibrillator and mouth to mouth resuscitation until the ambulance arrived at the main office.

The employee was taken to the hospital, where he received first care and was also found covid-19 positive. He was discharged from the hospital after a week for recovery and ever since, has been keeping good health.

The employee's life was saved by prompt CPR methods, and swift action of the ambulance department. At Tristar's Global Safety Day 2021, Arundhan Alphons, Sujith Ravel, Senthil Kumar and Aminul Islam were recognized for their timely lifesaving assistance.

## GLOBAL SAFETY DAY 2021

Tristar celebrated its annual Global Safety Day, with 'Safety is all about changing habits' as the theme. Awareness sessions, workshops and discussions on varied topics related to safety were conducted at the Head Office in Jebel Ali, Dubai and live streamed across the group network.

Three external speakers participated in the webinar: Dr. Karen McDonnell, OHS Policy Advisor, RoSPA, offered safety tips for working at home. Jonathan Nicolas, Shell's MENA HSSE Specialist, provided excellent advice on road safety during summer.

Bhanu Nayal Singh, Customer Fulfilment Manager of BP in Middle East, Pakistan and Egypt, organized

an engaging workshop on work-related stress management called 'Resilience Awareness.'

The company took the opportunity to appreciate the efforts of its employees, who were quick to report near misses and possible accidents, promptly provide first-aid and make their respective facilities a safe place to work. Winners of HSSEQ Employee of the year 2020 were also announced.

Honest Construction LLC, a civil contractor, was also recognized for meeting the HSE project milestone of 257,484 man-hours without any Lost Time Injury (LTI).

### 3<sup>RD</sup> 'SAFETY AT SEA' CONFERENCE

Tristar's Maritime Logistics business organized the 3rd 'Safety at Sea' conference at the Indian Pavilion, Expo 2020 Dubai, on December 8.

The members of the Nautical Institute, Institute of Marine Engineers, Institute of Marine Surveyors, Institute of Chartered Shipbrokers, IACS Class Societies and Flag Authorities attended the event. The conference raised awareness about the global issue of seafarers' mental health.



*Tristar will continue to maintain a leadership position in addressing issues related to the plight of seafarers as this is a global issue which needs all stakeholders to come together to improve the health and well-being of our seagoing colleagues"*

**Eugene Mayne**

Founder & Group Chief Executive





## INCREASE IN VIEWERSHIP

The third conference sessions were live streamed on YouTube and had 1,600 viewers, of which around 100 officers and crew members were from various Tristar vessels and around 200 cadets from the Training Ship “Rahman”. This marks a significant growth in viewership, which was 60% than in 2020.

Any complaints reported by the Sailors’ Society via phone calls or messages from seafarers are addressed directly by Tristar’s management, who ensure that any issues/grievances are resolved as quickly as possible.



## THE NEPTUNE DECLARATION ON SEAFARER WELL-BEING AND CREW CHANGE

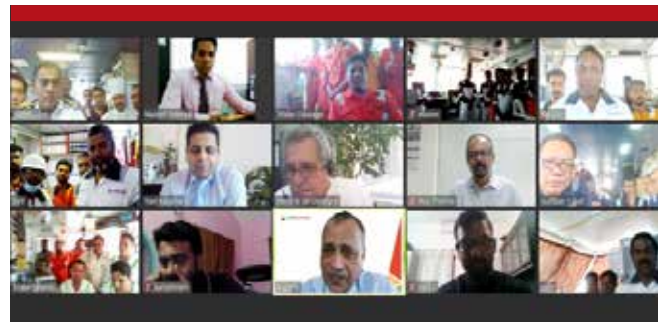
Tristar is a signatory to ‘The Neptune Declaration on Seafarer Well-being and Crew Change’, which recognizes the joint duty of all stakeholders to prioritize the health and well-being of seafarers and to ensure a robust supply chain.

Over 850 corporations and organizations have signed the declaration. Tristar’s ‘Safety at Sea’ initiatives have been recognized during the Seatrade Maritime Awards and the Arabia CSR Network Awards.

## STRATEGIC DIRECTION FOR SEAFARERS

Regular monitoring of the well-being of seafarers is carried out by conducting regular psychological workshops, joining briefing and monthly calls from the Tristar Office staff.

Tristar will conduct continuous annual conferences and regular interactions with all its seafarers.





## TRISTAR GOLDSTAR ROAD SAFETY CONTEST

Tristar launched the Tristar Goldstar Road Safety contest to raise awareness about road safety and the importance of following traffic rules in Dubai.

For three days from November 1 to 3, Tristar rewarded safe drivers with cash in coordination with the Dubai Police and Roads and Transport Authority (RTA).

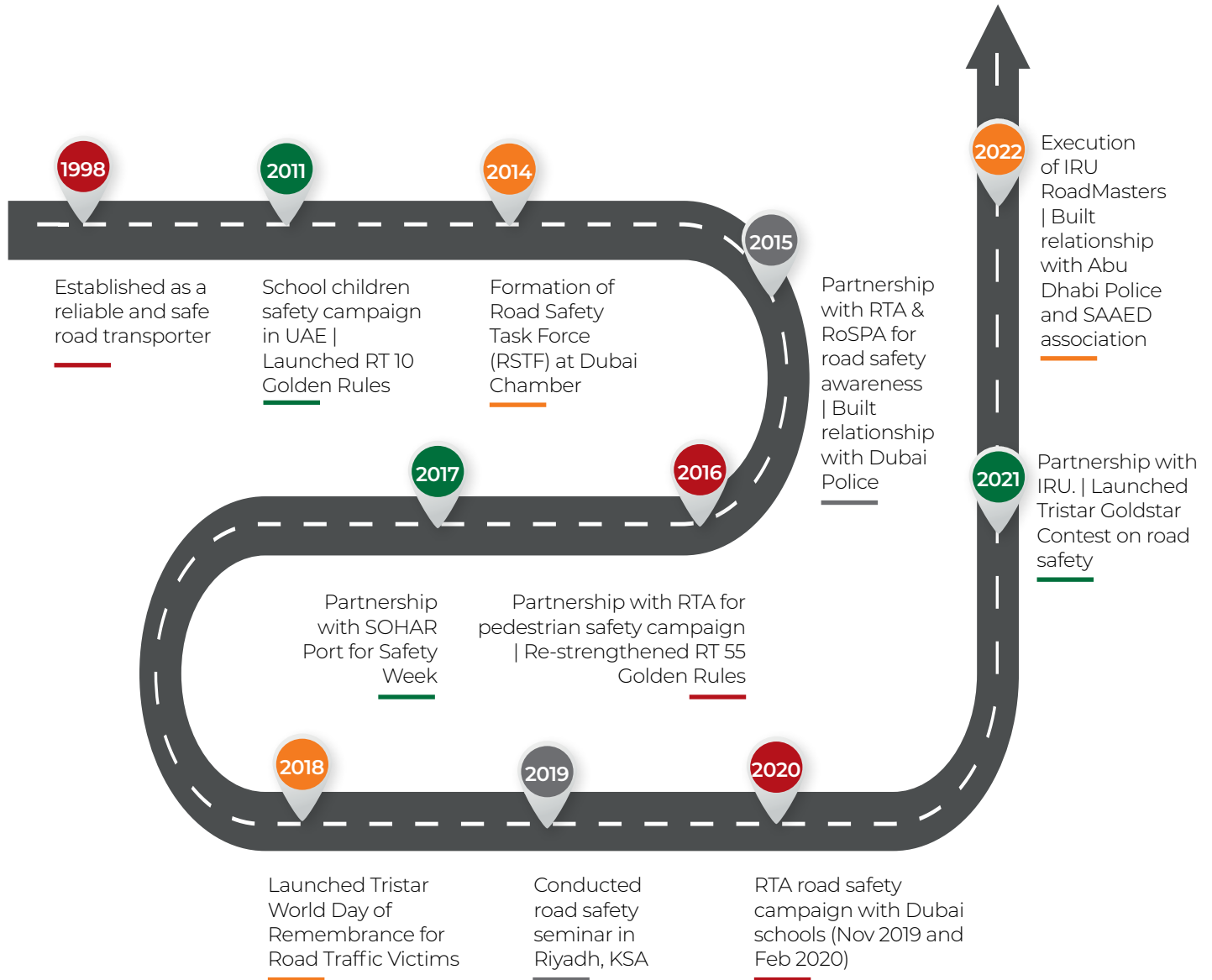
The contest awarded Dhs 1,000 to a total of 30 heavy and light vehicle drivers, including motorbike, bicycle and scooter riders who followed traffic laws.

The winners were chosen at random by officials from the RTA Traffic Awareness Section and Dubai Police in multiple districts across Dubai. On November 2, Tristar Group's Founder and CEO Eugene Mayne rewarded two heavy-duty truck drivers near the Dubai Industrial City area on Mohammed Bin Zayed Road.

BMW AGMC, Gulf News and Channel 4 radio station promoted the event which was organized for Tristar by CIEL Events.



## OUR COMMITMENT TO ROAD SAFETY A JOURNEY WITH NO COMPROMISE



## QUARTERLY SAFETY MEETINGS

On February 19, the first quarterly safety meeting (QSM) of the year was held digitally for drivers and ground workers from across the GCC, Pakistan and several African locations. HSE officer Zaheer UI Haq Abbasi from the Group's head office kicked off the meeting with a presentation on the company's 2020 road safety performance. He demonstrated how The Road Transport 5S Golden Rules were strictly followed, resulting in a zero-fatality record.

Arundhan Alphones, Product Head - Road Transport, UAE explained several stressors and ways to handle stress both on and off the site. Eugene Mayne, Group Founder and CEO, thanked everyone for volunteering their time to promote road safety and reiterated the Covid-19 preventative actions that everyone should practice.

The second quarterly safety meeting, conducted on June 18, was a mix of in-person and virtual gatherings in several locations around the UAE, Pakistan and many sites in Africa. Amith Kumar, Shell's RT Supervisor-Lubricant Supply Chain, gave a presentation on heat stress management. Chaker Naghmouchi, Logistics & Sourcing Manager and

Marwan Moussa, Road Safety & Training Expert, both of Air Liquide, KSA, shared their best road safety practices. Zulfiqar Dilawar, Michelin Middle East's Service & Solutions Business Development Manager, explained the importance of tires for road transport operations.

The year's final two QSMs were conducted on September 24 and November 26 respectively in Dubai and were broadcast live across the UAE and GCC. On November 26, Shivananda Baikady, Tristar GM for RTW, revealed road safety data and appraised the drivers about third-party mistakes in his closing remarks. He also spoke on the philosophy of care, dilemmas and risk normalization.

In his closing remarks, Mr. Eugene Mayne announced in the alliance with IRU and emphasized the operational benefits of the TIR system and IRU's RoadMasters Training.

During each QSM the drivers who excelled in road safety were recognized and rewarded through the Drivers' Professional League (DPL) program.



## HSEQ COMPLIANCE

### HSEQ External Compliance Audits

The Gulf Petrochemicals and Chemicals Association (GPCA) awarded Tristar Abu Dhabi Road Transport Operations the GULF Sustainability and Quality Assessment System (SQAS) certification, acknowledging the quality, safety, security and environmental performance of its logistics operations.

After completing a virtual recertification assessment, Tristar's Road Traffic Safety Management System ISO 39001:2012 was successfully recertified for another three-year cycle (2021-2024).

On February 21 and 22, the Group's Chemical Terminal in Jebel Ali Free Zone completed its first periodic audit for the certified integrated management system ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

After a successful document review and onsite inspection, on May 25, the Dubai Multi Commodities Centre (DMCC) awarded Tristar's Head Office Warehouse and Warehouse-2 another 5-Star accreditation for the fifth and fourth year in a row, respectively.

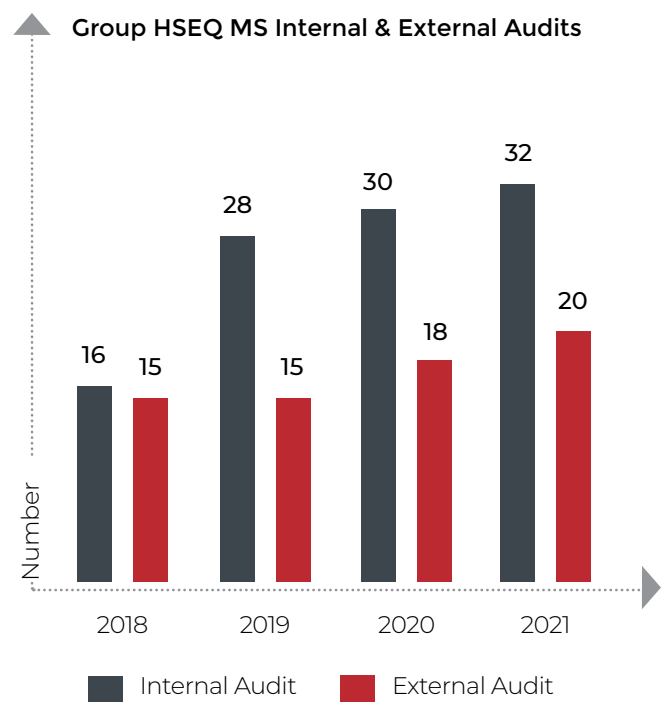
The first periodic audit for the certified integrated management system ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 were successfully completed by the RTW business in the GCC.

During the year, customers and certifying authorities conducted several audits to assess and recognize the company's HSEQ performance. These external audits include audits conducted by Tristar's customers such as Shell, BP, Total and ADNOC, following internationally recognized compliance standards.

### HSEQ Internal Compliance Audits

Tristar's HSEQ Assurance Team developed and implemented an integrated HSEQ Management System (IMS) to ensure that all the Group's businesses' processes and operations are carried out in accordance with the highest standards of social compliance, health, safety, security, environment and quality, resulting in Goal Zero and stakeholder satisfaction.

The internal HSEQ MS audit program was created to assess the state of social compliance, HSEQ standards, legal, customer contractual requirements and other compliance duties. 32 Internal HSEQ MS Audits were undertaken physically and virtually across the business operating sites, corporate functions and employee accommodations.





## HSEQ COMPLIANCE

### HSSEQ Trainings

Training is vital for increased efficiency and safety and also offers employees the confidence they need to deal with any emergency scenario when it arises. Through various training programs, Tristar intends to always achieve Goal Zero by regularly upskilling its task force.

Task-specific trainings, induction trainings, local authority required trainings, driver training,

simulator trainings, etc., were conducted across many business verticals as part of the HSSEQ Trainings initiative.

In 2021 a total number of 912 trainings were conducted with cumulative 31,821 training man-hours. This marked an increase of 24% in the training man-hours in comparison with that of year 2020.



### Risk and Incident Management

At Tristar, identifying hazards and mitigating risks to an acceptable level are the first steps before starting a task. The competent HSEQ professionals employed across the group carry out risk assessments for their operations and seek corporate advise on risk management as and when required.

For major construction and infrastructure modification, Tristar appoints specialized consultants for carrying out hazard identification and risk management studies which include but not limited to Hazards and Operability (HAZOP), Hazard Identification (HAZID), Risk Assessment (RA) and Environmental Impact Assessment (EIA).

Employees are encouraged to report Near Misses and Potential Incidents that help the organization identify the hazards of the workplace.

In case of an incident or a customer complaint, Tristar's HSE and Quality policies and the IMS serve

as guide in conducting an investigation in a positive and blame-free atmosphere. The reported incidents or customer complaints are formally investigated by the Group HSEQ and Business Excellence teams to identify the actual root cause of the event.

The investigation teams then propose corrective actions to prevent the re-occurrence of similar events in the near future.

The learning from the incidents are then communicated within the organization as HSE Alerts and further safety stand down sessions are conducted to de-brief on the learnings from the event.

Finally, the HSEQ Assurance Team verifies the effectiveness of the corrective action and its adequacy during the internal audits and follow-up visits.



## REWARDS & RECOGNITIONS

### HSSEQ Employee of the Year

The Group's HSEQ Team also acknowledged the exceptional HSSEQ performing employees for the fourth consecutive year and the following three persons were identified as winners.



They were selected after rigorous assessment of their performance throughout the year. They will be honored on the Global Safety Day in 2022.

### Drivers' Professional League (DPL)

Based on the multiple preset criteria, 556 drivers were found to be eligible for the Drivers Professional League (DPL). The HSEQ honored top road safety performers at the end of each quarterly safety meeting.

The purpose of this award is to identify and reward outstanding drivers of Tristar.

This should motivate all drivers to cultivate safety behaviors among themselves and build a culture of safety across the Group.

Selection of best driver process is based on the specific and clear HSEQ and Road Safety criteria set by the HSEQ and RTW Operations teams to develop proactive approaches.



## SECURITY OF OUR PEOPLE AND PROTECTION OF ASSETS

The Tristar Security Framework has been established to protect and manage its Physical, Information and People Assets. Each of these assets needs unique systems and protocols for its protection and

is embedded with the respective management systems. An overall Security Policy has been established that showcases Tristar's commitment for the security and protection of all these assets.

### Physical Assets

Tristar's facilities are protected by Government approved security agencies and security guards, apart from having rigid fencing that prevents unauthorised entry.

Facilities are also equipped with Closed Circuit Television (CCTV) to monitor activity with video backup for a minimum of 60 days.

The respective HSEQ & Operations teams liaise with the local authorities to understand the security level of the region and ensure security preparations are in place, as guided by them.

All the surface transport assets are equipped with In Vehicle Monitoring System (IVMS) to monitor live positioning, movement, idling and road operations of the vehicles.

Remote fuel operations in the Africa region are further supported by United Nations convoys to secure the driver, fleet and cargo from local threats. Tristar's Maritime Logistics owns and operates 30+

vessels of different types all over the world. They are constantly monitored by the AIS (Automatic Identification System) & LRIT (Long- Range Identification and Tracking) Systems all over the world.

The security arrangements on the vessels depend on the area of trade and risks posed by the local security level of the area.

All vessels and their equipment are always monitored by the Maritime Team using state-of-the-art software and innovative technology.

The monitoring of the vessel has redundancy to ensure in the event of system failure, safety is not compromised. In addition to adopting the international regulations for Safety, Security and Cyber measures, Tristar has equipped the vessels with Satellite-based CCTV and phones to ensure they are always safe along with the crew and cargo onboard.

### People Assets

Security and Protection of People Assets, which is essentially its Employees, is embedded within a robust HSSEQ Management Systems and strong culture of Health and Safety.

### Information Assets

Information Assets are managed and protected through a robust Information Security infrastructure which is monitored 24/7 365 days a year through a dedicated Security Operations Center.



## AI TECHNOLOGY ON ROAD SAFETY

The Group partnered with GreenRoad, a global leader in driver behavior technology, to explore possible value additions in the In-Vehicle-Monitoring-System (IVMS) to improve driver safety in Tristar's delivery fleet.

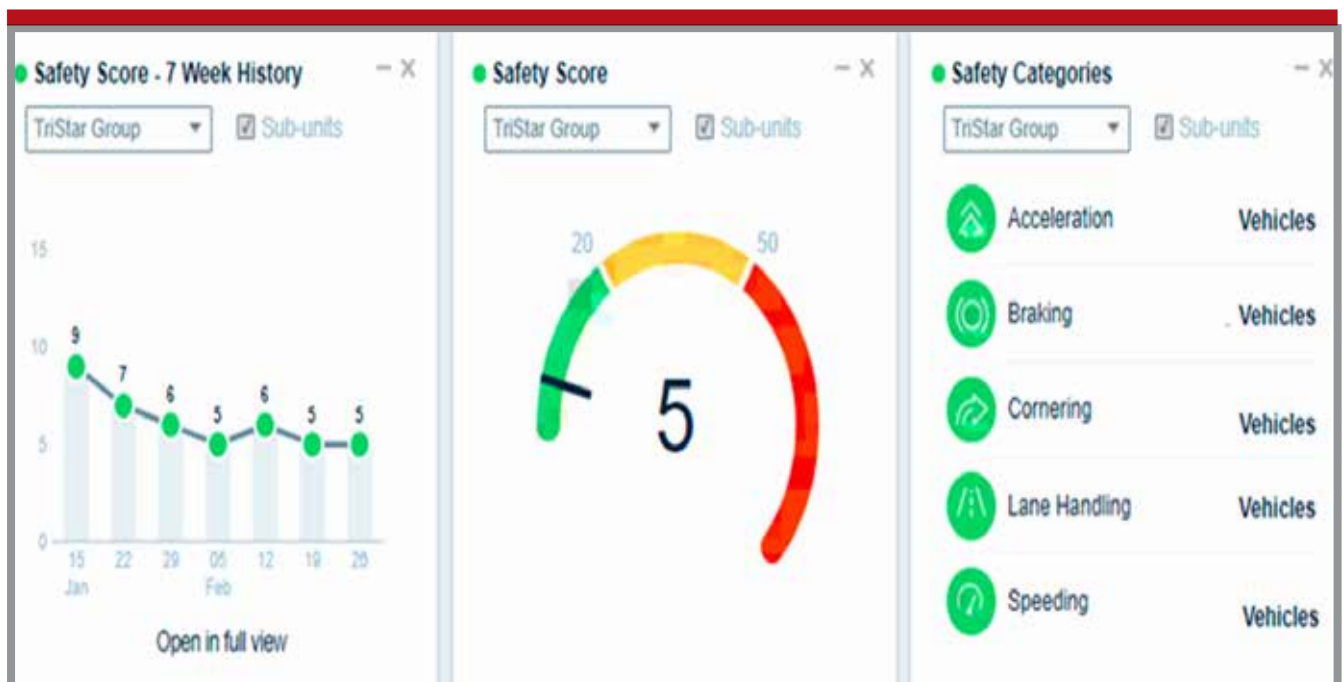
The GreenRoad IVMS system is outfitted with Artificial Intelligence (AI) features that include an in-cab camera, a driver-facing camera, a front road-facing camera, an IVMS device, a watch to warn the driver and a Live Driver Score Display.

The system's AI provides real-time alerts to drivers by consistently checking reckless driving events and occurrences such as front-end collisions, pedestrians ahead, etc.

The technology generates a real-time driver score and risk profile based on driving behavior, which assists Tristar Group in determining the level of training necessary for its drivers depending on their score.

The system displays the Group's safety rankings and presents the opportunity to compare drivers.

The smartphone application allows drivers to track their driving performance and scores, allowing them to improve over time.







# ELEVATING PEOPLE & COMMUNITY

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- EMPLOYEE WELFARE  
AND WELL-BEING
- GROUP DIVERSITY
- TRISTAR AT EXPO 2020
- COMMUNITY WELFARE





## ELEVATING PEOPLE & COMMUNITY

**33**

Nationalities make up Tristar workforce

Tristar Group continues to nurture a team of quick learners and decision-makers who enable sustainable growth while operating across continents, offering diverse services.

**4,680**

Hours of training provided

The management endeavors to assist employees realize and achieve their potential as it recognizes that the success of the company depends on their growth.

The Group is supported by 2,450 full-time employees spread across 21 countries and territories. The Human Resource Team ensures that every employee is heard, their skill development requirements are identified, and a long-term career path is charted.

**29%**

Women employees in senior management

In 2021, the company undertook 6 training and skill development sessions with 4,680 hours of training at the group level. These trainings covered a wide range of topics, including technical and soft skills.



The skill development sessions focused on Power of Public Speaking, Stress Management, Team Building, Desk Yoga, and Your Attitude.

Additionally, multiple trainings related to health and safety were provided, the details of which are found in the 'Safety' section.



*Make the most of yourself by fanning the tiny, inner sparks of possibility into flames of achievement”.*

**Sheena Rajan**

Group Chief Human Resource Officer





## EMPLOYEE WELFARE AND WELL-BEING AT TRISTAR GROUP



## Employee Well-Being Initiatives

Employee happiness and well-being must be at the center of a company's business strategy if it wants to be successful in the long term.

Tristar regularly conducts wellness activities such as daily stretch breaks and seasonal tournaments, including cricket, football, volleyball, swimming and badminton, among others. The Group also celebrates birthdays and festivities together,

conducts singing and dance competitions and hosts annual parties and Toastmasters' sessions to inculcate and nurture the feeling of togetherness and belonging.

Tristar has also conducted various webinars focused on health and well-being, wherein specialists were invited to raise awareness and answer any queries that employees might have.

## Inauguration at Tristar Clinic

An innovative outpatient care facility at the Tristar Staff Accommodation in Jebel Ali Industrial Area 3 was inaugurated in 2021. The facility is open to employees and provides them an option to have a virtual or physical consultation with the doctor.

The facility is operated by Novitas Healthcare and is committed to providing a seamless end-to-end

primary general physician outpatient journey. It has a laboratory to collect samples, deliver medicines and conduct Covid-19 detection tests.

The facility was inaugurated by Group Founder and CEO Eugene Mayne and Novitas Healthcare Managing Director Kartik Thakrar on June 24, 2021.







### Flu Vaccination

To ensure that all employees are in good health, the company conducts flu vaccination camps.

The vaccination drive was conducted on September 30 and more than 100 employees in the UAE office participated.

The flu vaccination is considered the most effective method of seasonal flu prevention.

### Covid-19 Vaccination

Tristar's response to the Covid-19 pandemic was multifaceted. The Group took stringent measures to maintain safety protocols and ensured that all its employees were vaccinated against the coronavirus.

Buses were deployed to take employees to the medical centers for their vaccinations.

### Ensuring A Child Labor Free Value Chain

Forced and compulsory child labor has been identified as one of the material topics for the Tristar Group. Throughout its operations across 21 countries, the company ensures that everyone hired is above 18 years of age. There has been no incident of child labor. The Group has conducted a child labor risk assessment and has prioritized

the countries where it shall be raising awareness amongst suppliers and partners on child labor issues. All these suppliers and partners will have to ensure that child labor issues don't exist within their operations and they should sign Tristar Groups' Code of Conduct confirming the same.



## Arabia CSR Forum – Workers Welfare

During the panel discussion on “Workers, Wellness & Welfare: Empowering Internal Stakeholders” at the Arabia CSR Forum on October 3, Tristar Group Founder and CEO, Eugene Mayne shared the company’s Employee Welfare Programs by illustrating how the company meets its

employees’ emotional, social, physical and financial requirements. Mr. Mayne also discussed how the Group proactively handled the Covid-19 pandemic, with no fatalities among its more than 2,000 workers across 21 countries and territories.



## GROUP DIVERSITY, 2021

 2 Afghan	 2 Ghanaian	 1 Rwandan
 29 American	 1,092 Indian	 35 Saudi
 1 Australian	 1 Jordanian	 1 Senegalese
 37 Bangladeshi	 137 Kenyan	 2 Sierra Leonean
 1 British	 2 Kuwait	 110 South Sudanese
 2 Congolese	 1 Lebanese	 14 Sri Lankan
 2 Egyptian	 61 Nepali	 20 Sudanese
 2 Emirati	 1 Nigerian	 1 Syrian
 3 Ethiopian	 55 Omani	 57 Tanzanian
 28 Filipino	 890 Pakistani	 7 Ugandan
 2 French	 1 Polish	 1 Yemeni

Tristar provides equal work opportunities for all and is committed to supporting UNSDG No. 5 on Gender Equality and UNSDG No. 10 on Reduced Inequalities. The workforce is made up of 33 nationalities. There are 56 women employees from 12 different countries, working across various facilities and locations.

It has also established an environment where women can thrive, prosper and contribute to the Group's long-term development and became a signatory to the UN Women Empowerment Principle in 2019.

Women occupy around 29% of the senior management roles at the Group level and around 16% of Tristar's community welfare projects were directly focused on women empowerment.



**DIWALI CELEBRATION AT HQ**

Engaging the youth and providing them with volunteering, skill development, internships and employment opportunities are a regular theme for social initiatives of the company.



**ONAM CELEBRATION AT HQ**



## TRISTAR AT EXPO 2020

Tristar Group was one of the Corporate Sponsors of the Indian Pavilion at the World Expo 2020 held in Dubai, UAE. The Indian Pavilion, one of the largest permanent structures at the World Expo, showcased India's achievements over

the last 75 years. The third floor was a tribute to leading Indian corporates, local as well as owned by Indians abroad, where Tristar's achievements were showcased throughout the six-month period.



## EXPO Marathon

More than 100 operations and office-based staff took part in the Expo 2020 Dubai Fun Run on November 19. Each employee had a wonderful

experience and immensely enjoyed touring the world event site as well as visiting the Tristar-sponsored Indian Pavilion.



## Non Admin Staff Visit to Indian Pavillion at EXPO 2020

Tristar organized a visit for its employees to the Indian Pavillion at Expo 2020. They were given an entire day ticket so that they could visit all the pavilions and spend time with one another. They were welcomed by Anil Parri, Arundhan

Alphonse, Prasad KM and Adela Elago at the Tristar giant video and interactive screens kiosk they learned more about Tristar's achievement and recognitions. Later, they were treated with lunch.



## Invest in DRC Event

At the 'Invest in Democratic Republic of Congo' event, held on October 17 at the Exhibition Centre, Dubai Expo 2020, Tristar Group Chief Administrative Officer, Balaji Nagabhushan discussed the

company's Environmental, Social and Governance (ESG) impact on the countries and territories where it operates.

## SIA Partners Event

Tristar Group's Founder and CEO, Eugene Mayne was one of the forum's panelists on sustainable future hosted by Sia Partners at the France Pavilion, Dubai Expo 2020, on November 9. Mr. Mayne discussed Tristar's steps to track its carbon footprint and the crucial initiatives that other companies can take to mitigate climate change.

## Smart Idol

Prashant Acharya, a ground staff working at the JAFZA South Facility or Dangerous Goods Warehouse, was a Semifinalist in the Smart Idol 2021 Song & Dance Contest, organized by Smart Life Foundation, a not-for-profit organization working for the betterment of blue-collar workers. He performed at the Indian Pavilion on November 5.





## Staff Volunteering Exposure

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



**Prasad KM**

### My Expo 2020 Volunteering Experience

It was an absolutely amazing experience to take part in this great event, Expo 2020 Dubai. I served as a volunteer, as a Country Team member and I was deputed for supporting security professionals, as well as in the Samoa pavilion.

I learned a lot about Samoan culture, history and people and I passed on this knowledge to the pavilion visitors. It was a really amazing experience meeting international visitors and supporting and guiding them to experience Expo 2020 Dubai. I am grateful to Tristar for giving me this opportunity supporting and serving UAE through the Expo.



**Adela Elago**

### My Expo 2020 Volunteering Experience

I am privileged to have been selected as one of the volunteers for Expo 2020 Dubai. Becoming a Volunteer at the world event has been a great learning experience and of great pride.

My journey started in 2018 when the organizers called for volunteers. I knew immediately that I wanted to be a part of something so great. Before selection, I went through a series of interviews followed by various levels of trainings. I am grateful to the company for giving me both the support and opportunity to serve at this once-in-a-lifetime experience.

## Diversity and Inclusion Campaign

Tristar In 2021, it took part in the Dubai Chamber's "Diversity and Inclusion" campaign which was conducted during the Sustainability Week in November 2021.

The Group conducted various games to promote awareness about diversity, inclusion and tolerance. The employees also celebrated Navratri, a cultural festival in India.



## Elevate platform

Tristar took part at the Elevate platform program of the Indian Pavilion. Mr. Mayne participated in the Elevate III session on November 28 where 10 Indian

start-ups pitched to prominent investors from the UAE and around the world.



## COMMUNITY WELFARE



### Donation to the Rashid Center in UAE

Tristar Group donated a bus to the Rashid Center for People of Determination. This has assisted the center in enhancing its fleet of buses and providing safe transport to the students. The center has about 300 students of various nationalities.

### Support to South Sudan Football Association

Tristar Group's Founder and CEO Eugene Mayne extended the company's partnership with the South Sudan Football Association (SSFA) by sponsoring the salary of the coach, trainer and the kit for the national team.

This gesture was highly appreciated by the local community and Minister of Culture, Youth and Sports, Dr. Nadia Arop Dudi. Photo shows Tristar South Sudan Country Manager Ravneesh Aujla handing over the symbolic cheque worth USD 100,000 to SSFA Vice President Charles Udwar Ukech.





## Christmas celebrations with underprivileged

Tristar South Sudan and Tristar Kenya celebrated Christmas with orphans. In South Sudan, the celebration was organized at the Atek Kilwak Protection Home on December 18.

Tristar's team members handed over two renovated prefabs as living accommodations for the children. They also conducted fun activities, distributed refreshments and had lunch with the children. In Kenya, the cultural committee of Tristar Kenya organized an outreach program for the children of

the Mother Mercy Home, Red Hill Orphanage, on December 21. Led by Regional CEO for East Africa Srinivas Iyer, team members distributed goodies, facilitated a fun dance and music program and shared lunch with the children and their caregivers.

A month's supply of food was also donated from funds raised from contributions of Tristar Kenya employees. The orphanage hosts approximately 120 children.









# PRESERVING THE ENVIRONMENT

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- WATER OPTIMIZATION
- ENERGY AND EMISSIONS
- EMBRACING A CIRCULAR ECONOMY
- BIODIVERSITY CONSERVATION

# PRESERVING THE ENVIRONMENT

**12%**

Decrease in water consumption from 2019

**14%**

Decrease in electricity consumption from 2020

**29,112 tCO<sub>2</sub>e**

Emissions reduced due to various initiatives

**9,365 kgs**

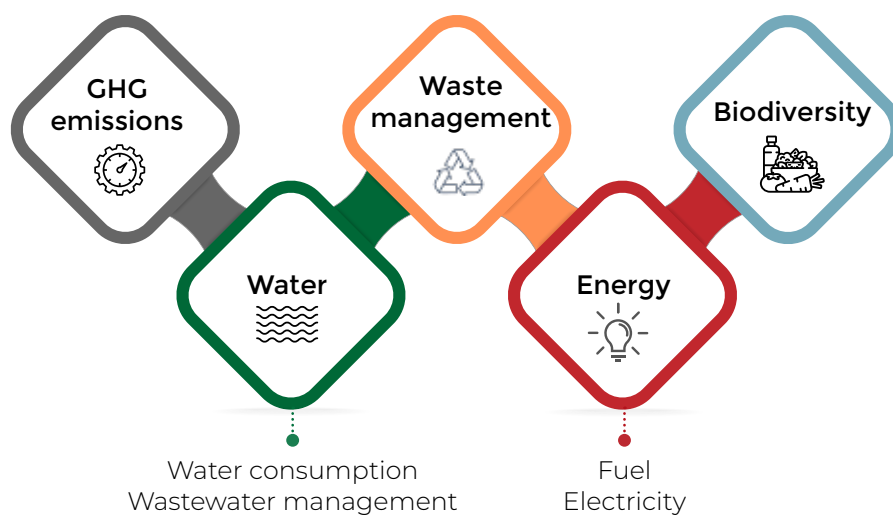
of paper, cans and plastic recycled

**115%**

Increase in the amount of waste recycled

Governments, businesses and organizations worldwide have prioritized combating climate change and environmental degradation. Addressing the ongoing climate crisis by managing the environmental impact of the company's operations is a top priority for Tristar Group.

The significant environmental impacts identified across the Group's value chain include the following:



At Tristar we believe that environmental stewardship is a joint responsibility and that all employees should be encouraged to voice concerns about non-compliant activities as

they occur and suggest innovative ways to reduce impact; The Group aims to be able to go beyond strategies to achieve real long-term environmental goals.

## Earth Hour

On March 27, Tristar South Sudan's Aweil location took part in the global Earth Hour celebrations by turning off all superfluous lights and equipment from 8:30 to 9:30 pm local time.

The location is in the Northern Bahrel Ghazal state and stores and delivers fuel to UN peacekeeping mission. Staff Radheshyam Rao documented the event through his camera.

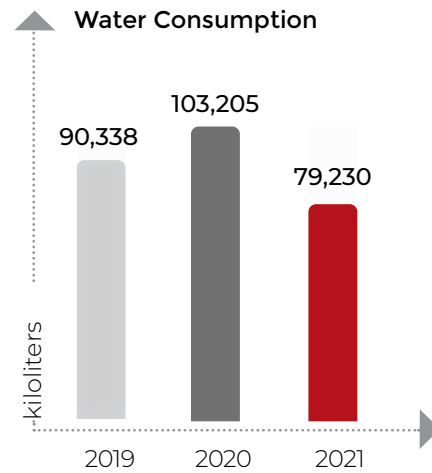


## WATER OPTIMIZATION

Tristar understands the importance of water as a natural resource. Most of the freshwater the Group utilizes in the GCC comes from the desalination process and has a significant environmental impact.

This year Tristar consumed 79,230 KL of water group-wide, a 12% decrease from 2019.

While the company grows and expands, It ensures that water optimization measures are adopted to bring down the water use intensity of various operations.

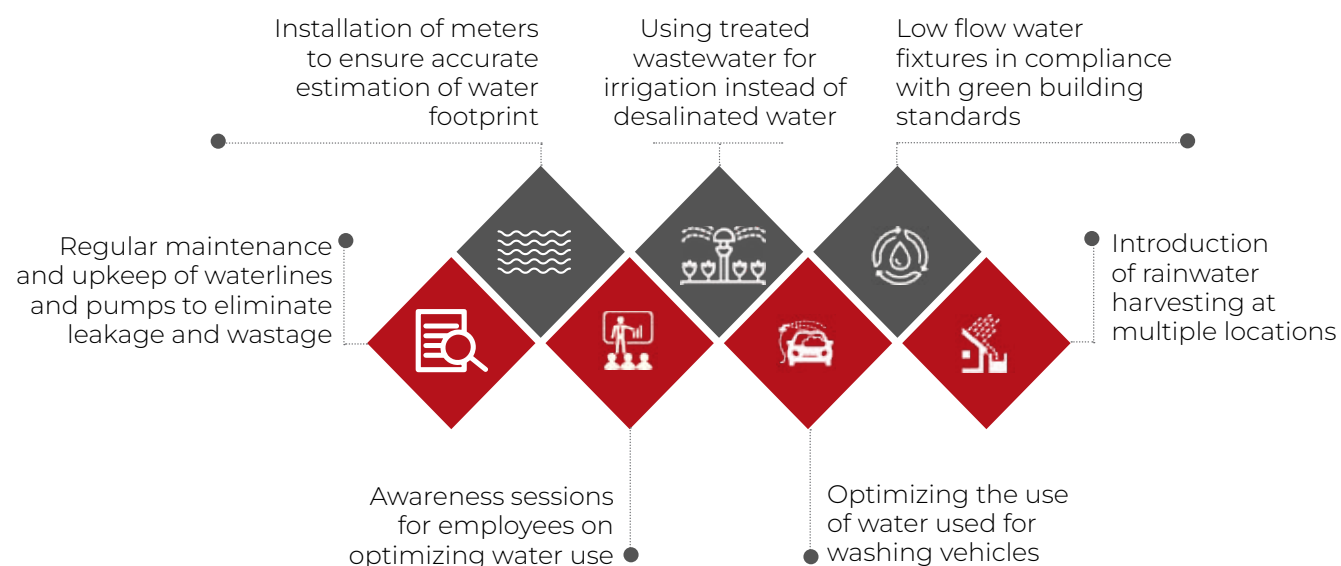




## Water Consumption Intensity Breakdown

Water Consumption - Per Employee (KL)			
Country	2019	2020	2021
UAE	53.00	63.00	37.00
Oman	5.00	1.00	16.00
Kuwait	23.00	15.00	16.00
Qatar	28.00	0.10	15.00
KSA	9.00	14.00	11.00
Pakistan	0.83	0.70	0.70
Haiti	1.60	5.00	7.00
Guam	112.00	121.00	128.00
Kenya	0.25	0.18	0.20
CAR	47.00	34.00	0.10
Uganda	16.00	20.00	58.00
DRC	5.00	6.00	7.00
Tanzania	7.00	7.00	34.00
Somalia	1.00	23.00	27.00
Mali	0.05	29.00	0.20
Group water consumption per employee	28.00	26.20	24.00

## Tristar Group has implemented several water conservation measures such as:

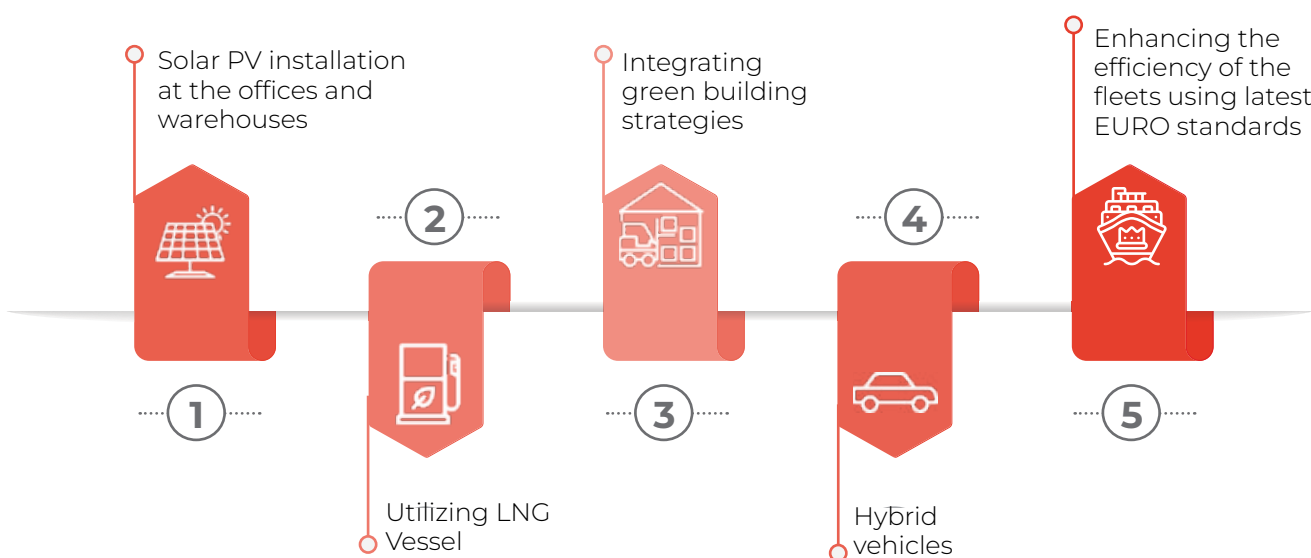


## ENERGY AND EMISSIONS

The consequences of climate change are increasingly evident in the form of catastrophic weather events and governments across the world have been stressing the need to decarbonize the

economy. Several countries where Tristar Group has significant operations have pledged to a net-zero goal by 2050.

Tristar has also devised its decarbonization pathway and undertaken multiple steps to reduce its GHG emission intensity. These include the following:

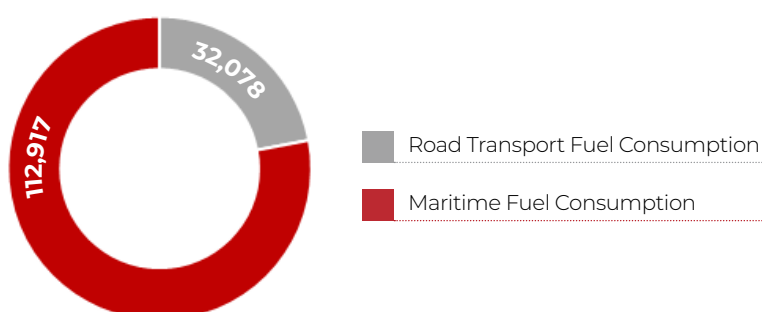


## Fuel Consumption

The most significant contributor to the Groups' carbon footprint is the fuel consumed by the fleet of vehicles and vessels. In 2021, a total of 144,995 KL of fuel was consumed.

The maritime operation consumed 78% of fuel while the remaining 22% of fuel was consumed in road transport.

Fuel Consumption Breakdown (KL)



The table below provides breakdown of country wise fuel consumption for road transport.

Fuel Consumption - Country wise (KL)			
Country	2019	2020	2021
UAE	11,233.00	12,483.00	1,5084.17
Oman	2,219.00	1,731.00	2,098.96
Kuwait	1,062.00	1,035.00	846.52
Qatar	255.00	318.00	352.64
KSA	1,566.00	3,873.00	5,865.63
Pakistan	2,456.00	2,223.00	2,510.62
Haiti	11.00	17.00	3.17
Guam	14.00	21.00	33.39
Kenya	1,706.00	1,472.00	1,610.36
CAR	646.00	769.00	653.39
Uganda	134.00	0.00	0.00
South Sudan	705.00	1,126.00	1,178.00
DRC	10.00	6.00	18.13
Tanzania	636.00	971.00	1,111.67
Somalia	102.00	91.00	108.47
Mali	453.00	530.00	602.84
<b>Total Fuel for vehicles</b>	<b>23,208.00</b>	<b>26,666.00</b>	<b>32,078.00</b>

The table below provides breakdown of Vessel wise fuel consumption for Maritime.

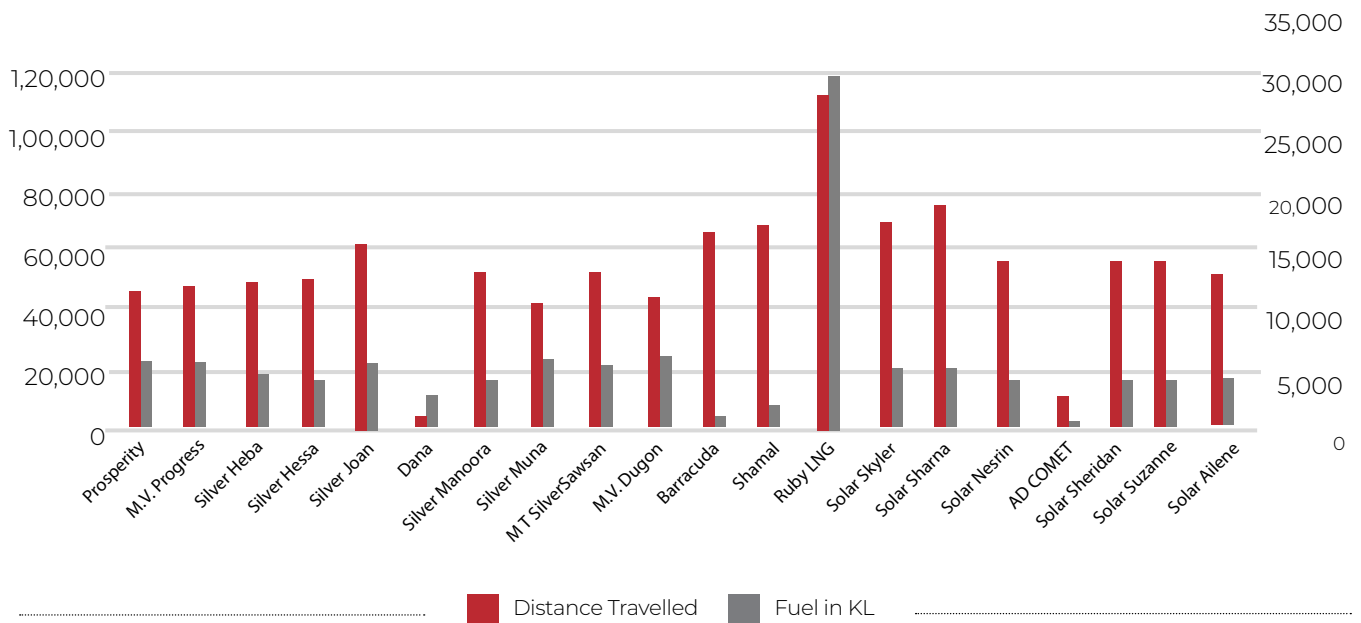
Fuel Consumed by Maritime		
Maritime	Fuel in KL	Distance Travelled
Prosperity	5,596.66	46,608.50
M.V. Progress	5,556.60	46,856.00
Silver Heba	4,714.24	47,199.70
Silver Hessa	4,135.20	51,740.00
Silver Joan	5,463.80	63,707.00
Dana	3,838.71	3,397.29
Silver Manoora	4,617.80	54,375.50
Silver Muna	5,656.56	41,047.30
M T Silver Sawsan	5,162.80	52,627.50
M.V. Dugon	5,976.83	45,243.00
Barracuda	768.00	66,619.26
Shamal	2,950.85	68,063.00
Ruby LNG	31,154.70	1,13,100.00
Solar Skyler	5,154.80	69,522.00
Solar Sharna	5,025.90	73,617.00
Solar Nesrin	4,322.82	57,912.00
Ad Comet	62.89	11,039.80
Solar Sheridan	4,069.31	58,504.07
Solar Suzanne	4,113.34	58,466.00
Solar Ailene	4,115.00	55,266.00
<b>Total</b>	<b>112,457.00</b>	<b>1,084,911.00</b>

Fuel Consumed by Coastal Vessels		
Coastal	Fuel In KL	Distance Travelled
Gulf Star	141.00	3,871.00
Courage	195.00	13,706.42
Glory	96.90	1,291.80
Pride	91.30	7,718.00
Legend	301.30	13,246.00
Spirit	148.00	6,044.84
Triumph	256.17	8,476.46
<b>Total</b>	<b>460.00</b>	<b>40,648.00</b>

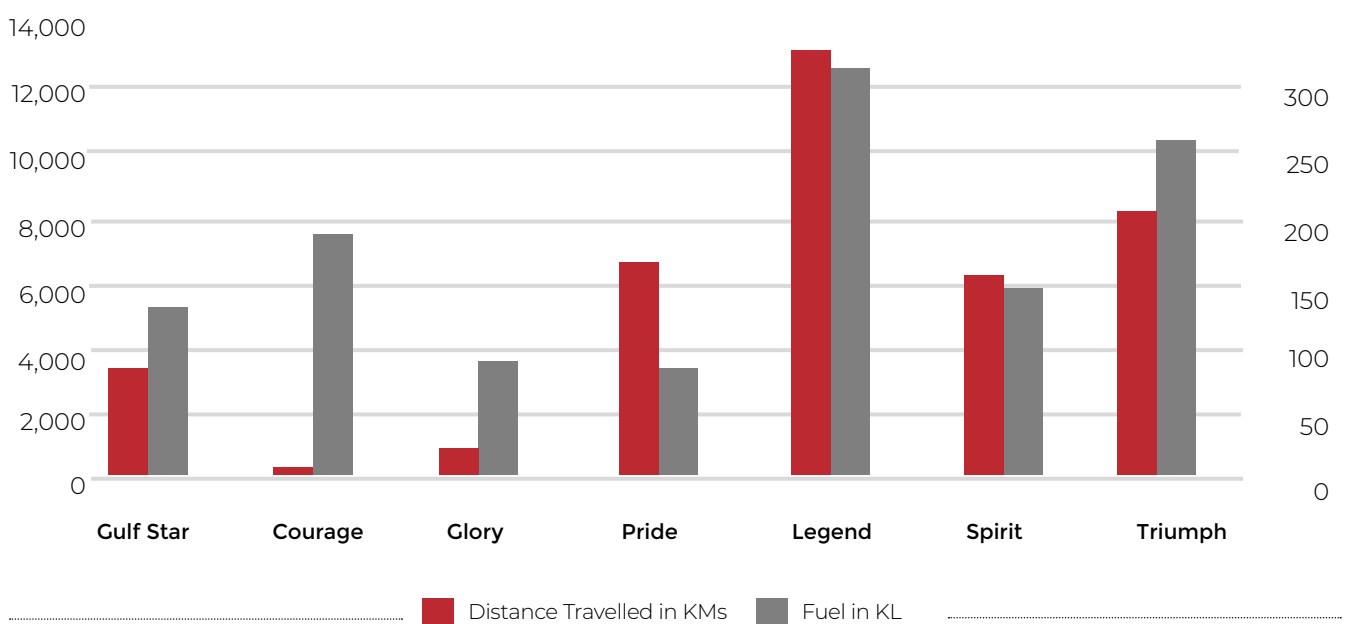


A significant increase in fuel consumption in 2021 was observed, primarily due to increased operations of the vehicles and the vessels. The graphs below represent fuel consumption vis-à-vis the distance traveled by vessels. Fuel consumption has increased for those vessels which covered more miles than others.

### Ocean Vessel



### Coastal Fuel Consumption



## Electricity Consumption

The electricity consumption forms the scope 2 emissions for Tristar, and is the second most significant emission source. The Group has prioritized two approaches toward reducing its scope 2 emissions:



**Adopting energy efficiency measures to reduce electricity consumption**



**Integrating solar PV to substitute grid electricity with clean solar energy**

The total grid electricity consumption for 2021 was 5,039 MWh, a 14% decrease from 2020. This has been achieved through energy efficiency measures, increasing awareness among employees and supplementing with solar energy.

Almost 80% of electricity is consumed within the Group's UAE operations. This is attributed to the presence of the largest building infrastructure, such as the Head Office, warehouses and terminals.

The table below shows the electricity consumption by country

Electricity Consumption			
Country	2019	2020	2021
UAE	3,799.00	4,181.00	3,990.00
Oman	89.00	83.00	91.00
Qatar	41.00	27.00	33.00
KSA	46.00	367.00	314.00
Pakistan	130.00	434.00	57.00
Haiti	2.00	25.00	10.00
Guam	388.00	422.00	371.00
Kenya	15.00	18.00	19.00
CAR	229.00	198.00	62.00
Uganda	9.00	9.00	14.00
DRC	2.00	2.00	2.00
Tanzania	7.00	12.00	15.00
Somalia	68.00	65.00	57.00
Mali (generators)	4.00	3.00	4.00
<b>Total</b>	<b>4,829.00</b>	<b>5,880.00</b>	<b>5,039.00</b>

Note: in 2020 Mali data was updated

## Substituting Carbon Intensive Grid Electricity with Cleaner Solar Energy

In 2021, Tristar launched the rooftop solar project to implement and encourage the use of clean and renewable energy.

The project is a 500kW solar photovoltaic electric energy generation system on the roof of the main office warehouse.

The work on the rooftop solar project began in 2020 and was completed in January 2021. The rooftop solar project helped save over 35 tons of carbon emissions per month, i.e., 5 tons more than the expected savings.

An estimated 72% reduction in DEWA energy consumption in 2021 is expected from the project.



**299 tons**

CO<sub>2</sub> Reduction in 2021  
(Equivalent to 25,000 trees)



**505 kWp**

Designed  
Capacity



## Carbon Management

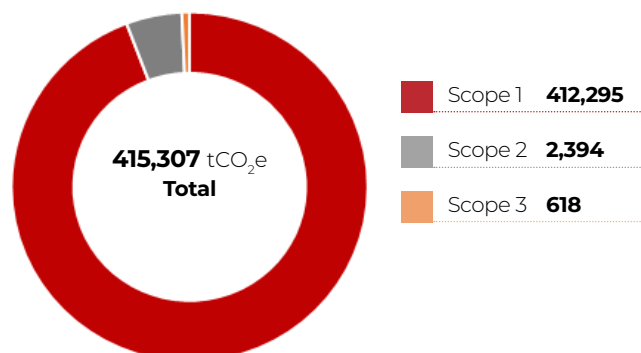
Tristar has developed an intensive GHG inventory tool and has identified all significant sources. The activity data for all these sources are collected from multiple geographies.

The GHG emissions are estimated using the tool in accordance with the GHG protocol corporate standard. Wherever possible, the Group utilize local emission factors.

The GHG emissions for 2021 were 415,307 tCO<sub>2</sub>e. The breakdown into the three scopes is presented below:

The majority of emissions come from fuel consumption in the maritime operations (75%), followed by fuel consumption in the road transport (24%) and others including electricity consumption, water consumption, air travel, employee commuting and waste disposal (1%).

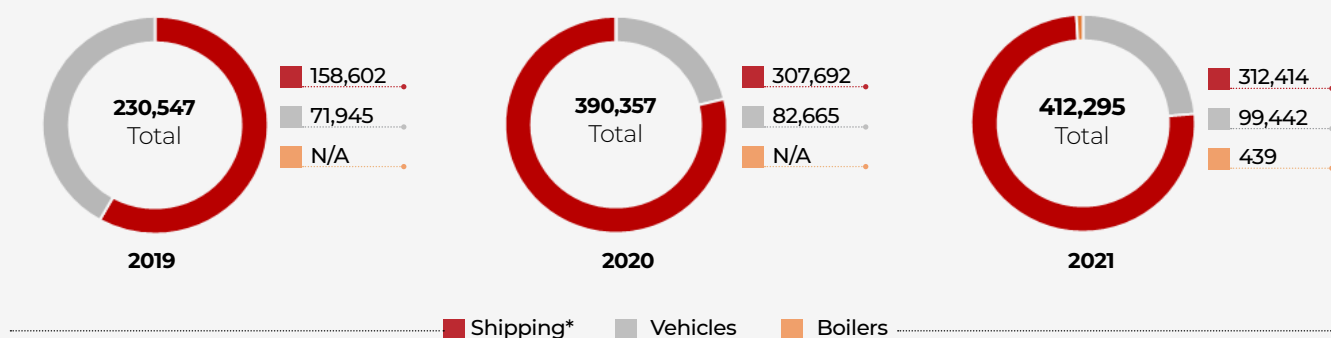
Scope wise breakdown of GHG emissions



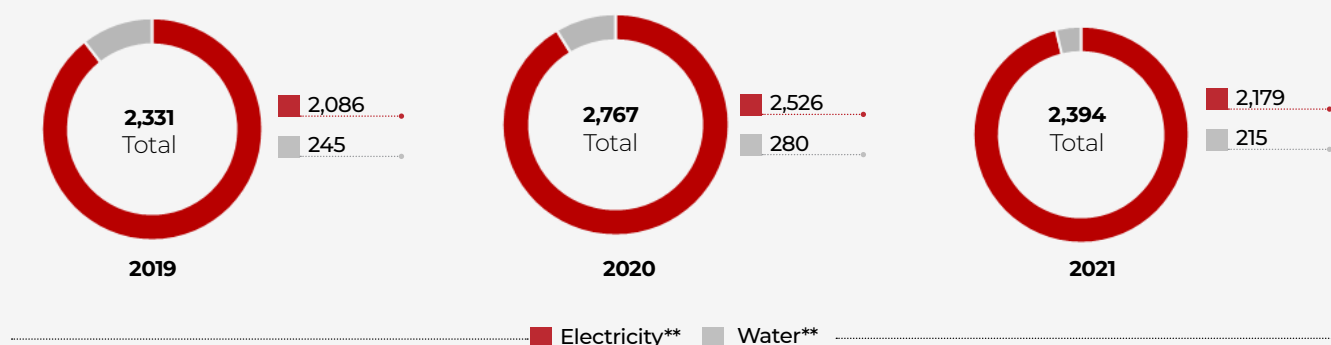


The table below summarizes the GHG emissions from various emission sources and their categorization into scopes

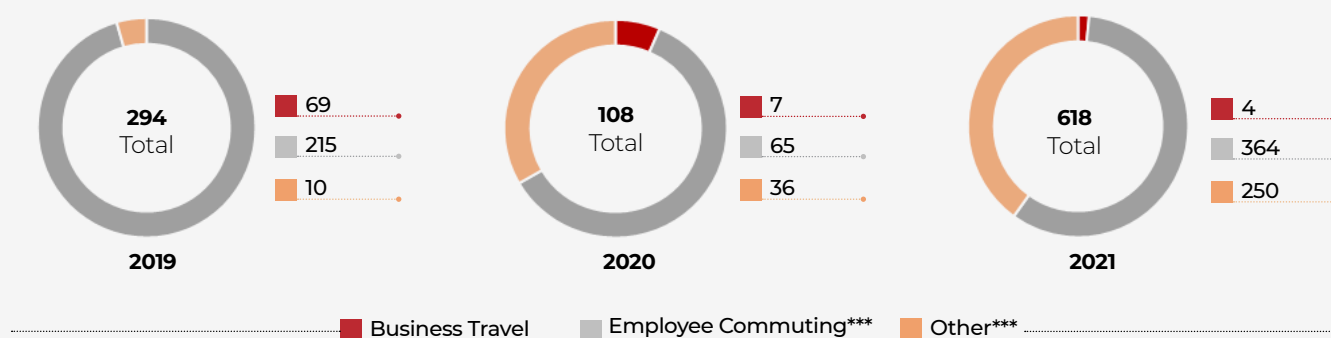
### Scope 1



### Scope 2



### Scope 3



\* Shipping data was updated in 2020 in line with IMO guidelines.

\*\* Electricity & Water data was updated in 2019 and 2020.

\*\*\* Other emissions in Scope 3 includes emissions from General waste, Employee commute, Rented fleet and Paper consumption where data was available. Scope 3 data was updated in 2019 and 2020.

## Carbon Reduction Initiatives

We have been estimating our GHG emissions for almost a decade now. Additionally, this year we decided to start reporting the reductions in our GHG emissions by the various emission reduction initiatives that have been adopted by the Group this year.

We identified 12 initiatives that helped us reduce 29,112 tCO<sub>2</sub>e, i.e., 7% of our total emissions in 2021.

These initiatives and the corresponding emission reductions are presented in the table below:

Carbon Reduction (tons)		
S. No.	Initiatives	2021
1	LNG Ruby	12,683
2	Shuttle Bus	1,729
3	LEED Warehouse	1,481
4	Recycling	3,746
5	Hybrid Vehicles	16
6	Re-use or Re-treaded tyres	16
7	Trees Planting	24
8	Recycle Water	8,990
9	Double Stacking Transport	124
10	LED Lights	3
11	Single Use Plastic	1
12	Solar Energy	299
Total		29,112

## Moving Towards Future Technologies

In line with Tristar's energy transition strategy, the Group is actively exploring alternative energy sources and revolutionary new technologies towards its Net Zero Journey as a logistics service provider.

It has recently collaborated with Atlas LTA Advances Technology to explore how delivery of cargo and fuel to remote and challenging places can be performed through the ATLANT hybrid cargo airship.

The ATLANT airship can operate in almost all conditions, from -50 to +50 degrees Celsius and in winds up to 70 knots, as well as in rain, snow or any other weather. The potential of the airship is perfect for Tristar in delivering fuel and cargo to remote and difficult to reach areas, especially Africa.

The airship has on board winches and cranes and can be loaded, either using them or a ramp.

It has a Vertical Take-off and Landing (VTOL) capability. This type of VTOL operation uses three to four times more power.

Besides the diesel generators sets and fuel cells of the airship, high capacity battery packs designed for very rapid discharge are used.

To ensure that the airship remains in balance during horizontal flight, we use hydrogen to power the hydrogen fuel cells and diesel or jet fuel to power diesel generator sets.

The footprint for each ton/km is reduced by up to 70% compared to traditional cargo aero planes and up to four times less carbon footprint compared to the most efficient helicopters in service today. These aircraft will truly revolution to our skies.





## EMBRACING A CIRCULAR ECONOMY

Decoupling economic growth from consumption and resource utilization where waste is minimized or eliminated and resources are reused at the core of Tristar Groups' ESG strategy.

Throughout our operations, we continuously strive to identify interventions to reduce the usage of materials and resources and wherever possible, we identify and segregate recyclable materials. We have installed color-coded recycle bins across our offices, warehouses and workshops.

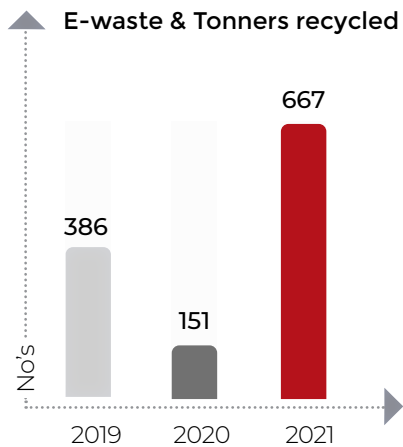
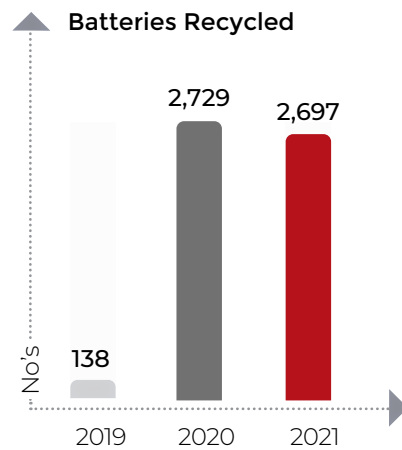
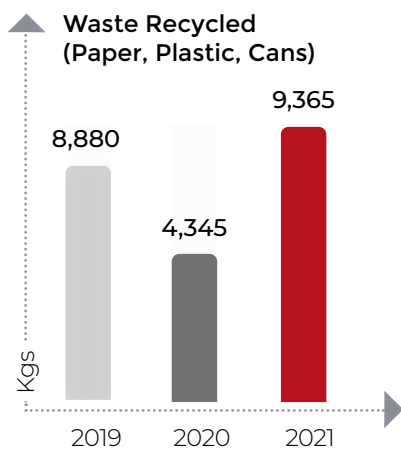
In 2021, Tristar Group recycled 9,365 kgs of paper, plastic and cans, an increase of 115% from 2020.

In addition we also collected 2,697 batteries for safe disposal as they have hazardous content and through our E-waste collection, we recycled 667 printer cartridges.



The graphs below provide the annual quantity of various materials recycled across the Group.

### Waste Management



## Earth Day E-Waste Recycling Initiatives

Tristar Group donated 463.50 kgs of e-waste to a recycling facility and received a Green Recycling certificate from Dubai Chamber for the donation.

The proceeds of the donation were given to the 'Friends of Cancer Patients' charity organization. The event was held in honor of Earth Day 2021, with "Restore our Earth" as the theme.

The Head Office urged employees to recycle old and unwanted electronic equipment and prevent improper disposal.

E-waste, if disposed incorrectly, can harm the soil, water and air by leaking toxic chemicals.



## Reduce and Recycle' campaign

A 'Reduce and Recycle' campaign in partnership with Dubai Chamber's Center for Responsible Business was implemented across the company's Dubai-based offices and facilities to promote waste segregation awareness from October to November.

The goal was to encourage recycling practices among employees. The campaign successfully

collected 249 kgs of e-waste, 1820 kgs of paper, 150 kgs of plastic and 6 kgs of aluminum cans.

Tristar Group, South Sudan, led by Country Manager Ravneesh Aujla, also initiated an internal waste segregation campaign and conducted a session discussing the harmful effects of e-waste and the importance of recycling.

## Logistic Support to EEG

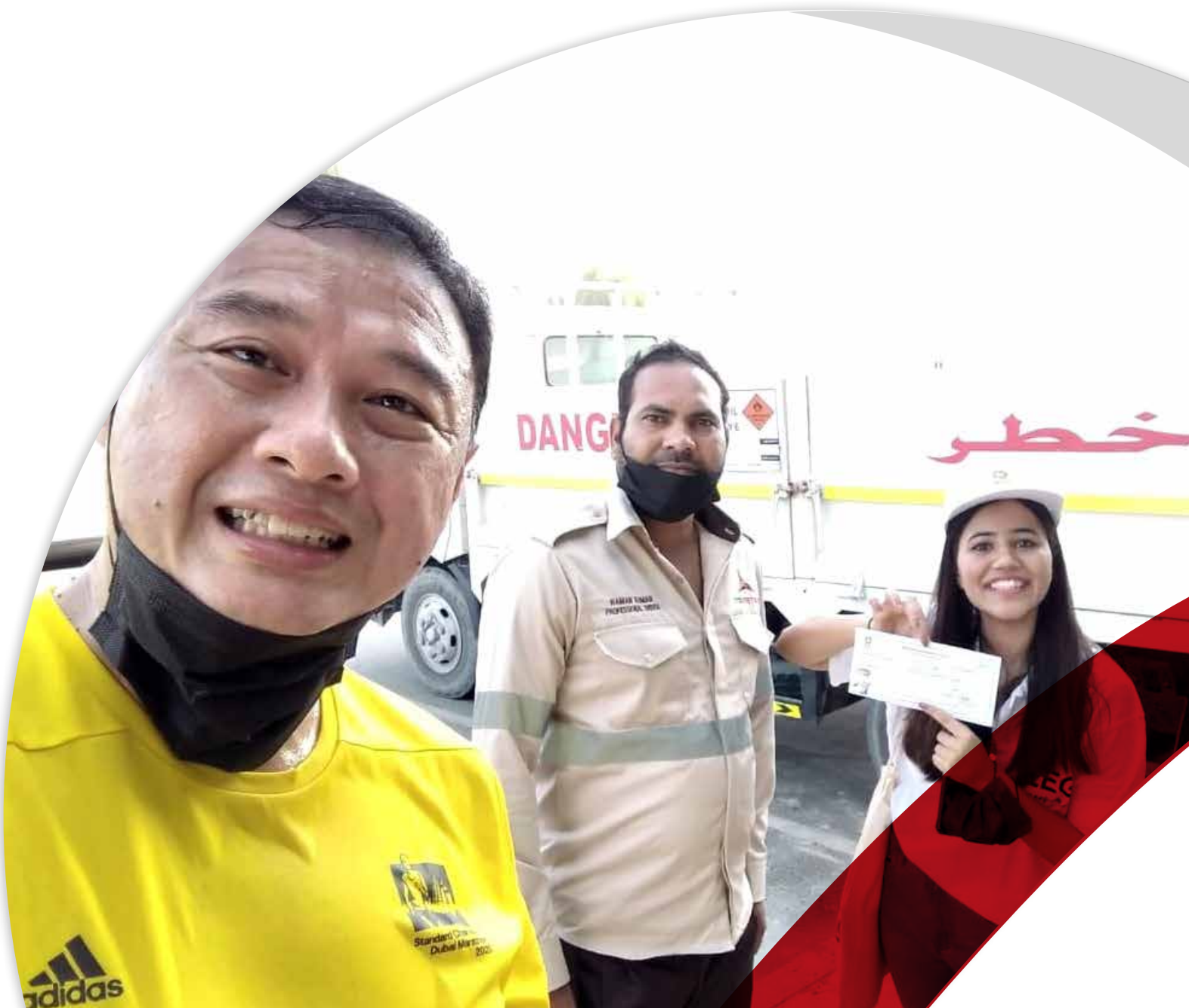
Tristar Group provides logistical support to the Emirates Environmental Group's (EEG) annual can collection drive by providing a delivery pick-up truck.

Racheal Xavier, from CSR & Sustainability, Arthur Los Banos, from Corporate Communications and Raman Kumar, from Road Transport department, can be seen in the photo taken on November 6 at Barsha Pond Park.



*In 2021 we formed an ESG Champions sub-committee, which involved representatives from each department and facility in the UAE.*

*The goal of this sub-committee is to maintain an effective coordination and efficient monitoring of ESG activities and participation of employees in various campaigns run by external organizations.*



## BIODIVERSITY CONSERVATION

Biodiversity is recognized as one of the fundamental components representing a healthy ecosystem. It is responsible for the overall well-being of society and reinforces sustainable growth. Tristar Group consciously works towards understanding, avoiding

and minimizing its impact on biodiversity and ecosystem services. The Group is proactively working with conservationists and communities toward restoring habitats and ecosystems and positively contributing to conservation.

### World Environment Day - 2021

The Tristar Group celebrated World Environment Day with the theme “Ecosystem Restoration” on June 5. It also released its ninth sustainability report on the same day.

In line with the UN Decade on Ecosystem Restoration, which works towards preventing, slowing and ultimately reversing ecosystem deterioration, Tristar Group planted trees across its facilities globally.

In Africa, Tristar Mali celebrated world environment day at its Bamako bulk fuel site by planting 12 trees and honoring the resilient and resourceful farmers

who work alongside the team. Tristar Tanzania planted 10 fruit trees in one of its operational locations known as Temeke regional referral hospital.

The team also donated 3 plastic dust bins with 240 liters capacity to the mentioned hospital. Tristar Group, South Sudan, also planted trees within the Juba compound.

Tristar Guam planted trees in the office backyard, supporting the theme of ecosystem restoration, while Tristar Qatar planted at its warehouse premises.







#### Tree Planting in RAK :

Tristar Group ESG champions from various departments, namely finance, procurement, IT, project management, business excellence and CSR, took part in the Emirates Environmental Group's annual tree plantation drive in Ras-Al Khaimah on December 21, 2021. The team planted 10 trees.

#### Tristar Forest in Jebel Ali

In collaboration with the EcoMatcher, a digital platform that allows businesses to incorporate tree planting into their operations, Tristar Group planted a forest of 1,000 trees in Jebel Ali, Dubai.

The trees were planted on behalf of EcoMatcher by the Emirates Marine Environmental Group (EMEG), spearheading a global tree-planting effort to plant one billion trees by the end of 2025 jointly.



#### National Audubon Society – Bird Count

The National Audubon Society is a non-profit organization committed to the protection of birds and their habitats. On December 18, 2021, the Marianas Audubon Society in Guam performed their annual Christmas bird counts survey for the National Audubon Society at our terminal facility and spotted the following species.

**3**

Eurasian Moorhens

**2**

Pacific Golden-Plovers

**1**

Eurasian Tree Sparrow

**2**

Black Drongos

**4**

Yellow Bitterns



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## Independent Quality Assurance Statement For Tristar Stakeholders

### Introduction and background

1. The Arabia CSR Network (ACSRN) (the practitioner, the auditor) provided independent limited assurance to Tristar Group (Tristar) (the responsible party) using the framework offered by the International Standard on Assurance Engagements ISAE 3000 developed by the International Auditing and Assurance Standards Board. ISAE 3000 is applied for audits of internal control, sustainability and compliance with laws and regulations.
2. The assurance engagement was sought for Tristar Group Annual Sustainability Report (subject matter) for the reporting period spanning 1 January 2021 to 31 December 2021. The aim of ACSRN was to use professional judgment and to exercise professional scepticism in evaluating the quantity and quality of evidence, and thus its sufficiency and appropriateness, to support the assurance report.
3. Given it is a limited assurance engagement, the nature, timing, and extent of evidence- gathering procedures has been sufficient for the auditor to obtain a meaningful level of assurance as the basis for a negative form of expression. To be meaningful, the level of assurance is intended to enhance the designated users' confidence about the subject matter information to a reasonable degree.
4. ACSRN is issuing an assurance statement on the reporting examined, which has resulted from review and inspection of the data collection process and information management system for sustainability reporting. Specifically, it has been found to meet the 5 criteria of relevance, completeness, reliability, neutrality and understandability in presenting non-financial information and claims.
5. The intended users of the assurance statement are Tristar's internal and external stakeholders.



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6. The aim of the assurance engagement is to assess materiality and the relative importance of quantitative and qualitative factors such as relative magnitude, nature and extent of the effect of these factors on the evaluation or measurement of the subject matter, and the interests of the intended users. The purpose of the engagement is to identify any existing or potential material misstatements in the report.
7. Tristar Group Annual Sustainability Report 2021 is in accordance with the GRI Standards 2016 Core option. As such, the assurance engagement included providing assurance on data, content and quality of reporting in adherence to the requirements of the GRI Standards.

#### Scope & Approach

The agreed-upon engagement involves ACSRN performing specific procedures that Tristar has agreed to and acknowledged to be appropriate for the external assurance of their Sustainability Report 2021 and presenting the findings based on the completed procedures. The procedures include a documentation, inspection, review of records, observation, external confirmation and physical examination (the in-person audit).

The following were included in the assurance scope review:

- All activities undertaken by Tristar during the reporting period 1 January, 2021 to 31 December, 20221
- All information and data relating to Tristar's issues, responses, performance, systems and governance to manage such information and data
- All GRI related disclosures and data
- Independent Opinion

The approach adopted by the auditor combined both evidence obtained indirectly via the questionnaire and evidence obtained directly from Tristar during the audit.





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## Conclusion

On the basis of the assurance engagement, ACSRN concludes the following:

Tristar's Group's Annual Sustainability Report 2021 correctly presents its performance against a set of pre-determined material issues that are at the core of the organisation's sustainability commitments and practices.

The information and data presented therein is relevant complete, reliable, neutral and understandable.

The audit findings clearly indicate that that no material misstatements of information or data have been detected in the report, which provides a reasonable presentation of Tristar's sustainability policies, practices and processes.

Tristar demonstrated strong and successful compliance with relevant laws and regulations, which takes into account the regulatory environment within the different countries of operations and the local context therein. In this aspect, no material misstatement of information or data has been found during the course of the audit.

In respect to sustainability reporting, Tristar has successfully adopted the GRI Standards, fulfilling all the requirements . No misstatements of material information has been detected in this regard. The report adequately presents the information and data related to its environmental, social and governance practices in line with the requirements of the GRI Standards and with the use of performance indicators following the chosen in accordance criteria.

The sustainability policies, practices and processes are in operation across the group, and clear evidence of internal control, monitoring and management mechanisms, as well as evaluation and analysis tools used by Tristar have been found during the audit. There is no misstatement of material information or data about the governance of sustainability issues in the organisation.

In evaluating the sufficiency and appropriateness of evidence, the auditor affirms the accessibility and reliability of the information used as evidence, for example photocopies, digitized or other electronic documents, including consideration of controls over their preparation and maintenance where relevant.





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## Recommendations and observation

As a value added measure, it is recommended that Tristar also includes both qualitative and quantitative metrics oriented targets for all the key material issues, along with the performance indicators and results, in the body of the report. A graduated performance on sustainability material issues, year-on-year improvements and identifiable trends can be duly illustrated through yearly targets, KPIS and outcomes.

It is recommended that Tristar's substantial achievements in the sustainability area should be duly highlighted in the report. In this regard, best practices and case studies ought to be considered for inclusion.

It is recommended that an integrated information management tool for non-financial material issues would be highly effective in streamlining data collection, compilation and analysis, and increasing the efficiency of the reporting system.




Habiba Al Mar'ashi  
President & CEO  
Arabia CSR Network

Date Issued : 13<sup>th</sup> May 2022

# GRI

## CONTENT INDEX



For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

Statement of use		Tristar Group Consolidated has reported in accordance with the GRI Standards for the period January 2021 to December 2021.							
GRI 1 used		GRI 1: Foundation 2021							
Applicable GRI Sector Standard(s)		Not available							
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	UNGC Principles	UN SDGs	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION				
General disclosures									
GRI 2: General Disclosures 2021	2-1 Organizational details	8,9	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.						
	2-2 Entities included in the organization's sustainability reporting	Tristar Group Consolidated							
	2-3 Reporting period, frequency and contact point	Jan - Dec 2021, Annual, <a href="mailto:csr@tristar-group.co">csr@tristar-group.co</a>							
	2-4 Restatements of information	99							
	2-5 External assurance	108							
	2-6 Activities, value chain and other business relationships	8							
	2-7 Employees	72				3, 4, 5 ,6			8
	2-8 Workers who are not employees			Information unavailable/ incomplete					
	2-9 Governance structure and composition	44							16
	2-10 Nomination and selection of the highest governance body			Confidentiality constraints					
	2-11 Chair of the highest governance body			Confidentiality constraints					
	2-12 Role of the highest governance body in overseeing the management of impacts			Confidentiality constraints					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	UNGC Principles	UN SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
	2-13 Delegation of responsibility for managing impacts			Confidentiality constraints				
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting			Confidentiality constraints				
	2-15 Conflicts of interest			Confidentiality constraints				
	2-16 Communication of critical concerns			Confidentiality constraints				
	2-17 Collective knowledge of the highest governance body			Confidentiality constraints				
	2-18 Evaluation of the performance of the highest governance body			Confidentiality constraints				
	2-19 Remuneration policies			Confidentiality constraints				
	2-20 Process to determine remuneration			Confidentiality constraints				
	2-21 Annual total compensation ratio			Confidentiality constraints				
	2-22 Statement on sustainable development strategy	10						
	2-23 Policy commitments			Confidentiality constraints				
	2-24 Embedding policy commitments			Confidentiality constraints				
	2-25 Processes to remediate negative impacts			Confidentiality constraints				
	2-26 Mechanisms for seeking advice and raising concerns			Confidentiality constraints				
	2-27 Compliance with laws and regulations			Confidentiality constraints				
	2-28 Membership associations			Confidentiality constraints				
	2-29 Approach to stakeholder engagement	20, 21						17
	2-30 Collective bargaining agreements			Legal prohibitions				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	UNGC Principles	UN SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Material topics								
GRI 3: Material Topics 2021	3-1 Process to determine material topics	20	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.					
	3-2 List of material topics	23						
Emissions								
GRI 3: Material Topics 2021	3-3 Management of material topics	98				11.1.1	7	13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	98,99				11.1.5		13
	305-2 Energy indirect (Scope 2) GHG emissions	98,99				11.1.6		13
	305-3 Other indirect (Scope 3) GHG emissions	98,99				11.1.7		13
	305-4 GHG emissions intensity			Information unavailable/ incomplete				
	305-5 Reduction of GHG emissions	100, 101				11.2.3	7,9	12
	305-6 Emissions of ozone-depleting substances (ODS)			Information unavailable/ incomplete				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions			Information unavailable/ incomplete				
Occupational health and safety								
GRI 3: Material Topics 2021	3-3 Management of material topics	54				11.9.1		3, 16
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	54-56				11.9.2	1	3, 16
	403-2 Hazard identification, risk assessment and incident investigation	67				11.9.3		
	403-3 Occupational health services			Not applicable				
	403-4 Worker participation, consultation and communication on occupational health and safety	54-63				11.9.5	1	3
	403-5 Worker training on occupational health and safety	58-63				11.9.6	1	3



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	UNGC Principles	UN SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	58-63				11.9.7	1	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54, 55				11.9.8	1	3
	403-8 Workers covered by an occupational health and safety management system	54, 55				11.9.9	1	3
	403-9 Work-related injuries	57				11.9.10		
	403-10 Work-related ill health	57				11.9.11		
<b>Child labor</b>								
GRI 3: Material Topics 2021	3-3 Management of material topics	76						16
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	76						16
<b>Security practices</b>								
GRI 3: Material Topics 2021	3-3 Management of material topics	68, 69						8
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures			Not applicable				
<b>Local communities</b>								
GRI 3: Material Topics 2021	3-3 Management of material topics	84				11.15.1		11
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	84, 85				11.15.2	8	11
	413-2 Operations with significant actual and potential negative impacts on local communities			Not applicable				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	UNGC Principles	UN SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Environmental Compliance - Energy								
GRI 3: Material Topics 2021	3-3 Management of material topics	92					7,8,9	12, 13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	93 - 97				11.1.2	7,8,9	12, 13
	302-2 Energy consumption outside of the organization			Not applicable				
	302-3 Energy intensity	95				11.1.4		
	302-4 Reduction of energy consumption	100					7,8,9	12
	302-5 Reductions in energy requirements of products and services	96, 97					7,8,9	7
Environmental Compliance - Water and effluents								
GRI 3: Material Topics 2021	3-3 Management of material topics	90					7,8,9	12, 13
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	90, 91				11.6.2	7,8,9	12, 13
	303-2 Management of water discharge-related impacts			Information unavailable/incomplete				
	303-3 Water withdrawal	88, 91				11.6.4	7,8,9	13
	303-4 Water discharge			Information unavailable/incomplete				
	303-5 Water consumption	90				11.6.6	7,8,9	12, 13

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	UNGC Principles	UN SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Environmental Compliance - Biodiversity								
GRI 3: Material Topics 2021	3-3 Management of material topics	106					8	14, 15
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			Information unavailable/ incomplete				
	304-2 Significant impacts of activities, products and services on biodiversity			Information unavailable/ incomplete				
	304-3 Habitats protected or restored	106, 107				11.4.4	8	14, 15
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			Information unavailable/ incomplete				
Environmental Compliance - Waste								
GRI 3: Material Topics 2021	3-3 Management of material topics	102						11, 12
GRI 306: Waste 2020	306-1 Waste generation and significant waste- related impacts	103				11.5.2	7	11, 12
	306-2 Management of significant waste- related impacts	103				11.5.3	7	11, 12
	306-3 Waste generated			Information unavailable/ incomplete				
	306-4 Waste diverted from disposal	103				11.5.5		11, 12
	306-5 Waste directed to disposal			Information unavailable/ incomplete				
Environmental Compliance - Supplier environmental assessment								
GRI 3: Material Topics 2021	3-3 Management of material topics	50						17
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	50, 51					1,2,3	17
	308-2 Negative environmental impacts in the supply chain and actions taken	50, 51						17

## GLOSSARY



The Carbon Intensity Indicator (CII) is a measure of how efficiently a ship transports goods or passengers and is given in grams of CO<sub>2</sub> emitted per cargo-carrying capacity and nautical mile.

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Greenhouse gases, or GHGs, are compound gases that trap heat or longwave radiation in the atmosphere. Their presence in the atmosphere makes the Earth's surface warmer

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The Energy Efficiency Existing ship Index (EEXI) is a measure introduced by the IMO to reduce the greenhouse gas emissions of ships.

The EEXI is a measure related to the technical design of a ship. Ships have to attain EEXI approval once in a lifetime, by the first periodical survey in 2023 at the latest.

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The goal of carbon capture and storage technology is to remove carbon dioxide from the atmosphere and store it safely for hundreds or thousands of years.

But while it has been in use in the U.S. since the 1970s, it currently captures and stores a mere 0.1% of global carbon emissions annually

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TIR is the global trade and transit system facilitated by International Road Transport Union (IRU).

It enables goods to be shipped from a country of origin, through transit countries, to a country of destination in sealed load compartments that are controlled by customs via a multilateral, mutually recognized system.

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