



WEAVING A
BETTER
WORLD

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FROM THE DESK OF CEO

Dear Extended family Members

Assalam-o-Alekum,

Ferozel888 has always been adaptive to change, advancements and to the needs of times, yet, the philosophy of Weaving A Better World remain unchanged.

As we have pursued our vision to globally become the leading manufacturer of quality textiles, one of the most thoughtful development over this time has been the more affluent understanding and deeper commitment to sustainability that has come into focus, as we have cultured our views of what it means to be a Leader.

Our leadership vision brings together what we believe are the essential basics built around the strong commitments of 3Ps — People, Planet & Prosperity. We are striving each day to bring prosperity for all.

Amidst this period of uncertainty, we all should be supple and adaptable to strive toward the vision of industry leadership and enjoy the ingenuity to make sustainable positive changes around us, no matter how small.

We're well on our way, let's make this world a better place!

Regards,

Rehan Rahman
Chief Executive Officer

COMPLIED & CONCURRED

1

DOLLAR
TREE
Social
Audit

Pass
H-23

2

WALMART
FCCA
Audit

99.8%
S-81

3

AUCHAN
Quality
Audit

Pass
S-81

4

SEDEX
SMETA
4 Pillar
Audit

Pass
C-3

WINNING STROKE

Crises Hero Award

Last year had been very tough and shattering for both individuals and organizations. With the support of Allah SWT and the untiring efforts of our teams, Feroze1888 Mills Ltd. managed to overcome the difficult times & served our customers with excellence.

Alhumdulillah! We are pleased and humble to receive the "Crises Hero Award" from Dibella, bestowed upon us for good communication, flexibility and consistency during the difficult times of global pandemic. Customer satisfaction is the ultimate goal of all our efforts, and this appreciation affirms the trust of our customer in the quality of our products & services.



GOTS

The Leading Organic Textile Standard



Alhumdulillah! Feroze1888 Mills Ltd. has been certified with the Global Organic Textile Standard (GOTS).

GOTS is the globally recognized leading textile standard. This standard stipulates requirements throughout the supply chain for both ecological and labor conditions in textile and apparel manufacturing using organically produced raw materials.

Certification to GOTS corroborates the compliance with each of the 17 UN Sustainable Development Goals, and reflects our efforts of being environmentally and socially responsible.

Employer Of The Year Award 2020

Alhumdulillah! Feroze1888 Mills Ltd. won the "Sapphire Prize" in the 08th Employer of the Year Award event, held on 12th March 2021.

The awards were given to companies who demonstrated excellence in their best practices related to HR Management, OSH & E, Learning & Development, Decent Work & Sustainable Development, COVID-19 protocols adherence, etc.

This recognition is dedicated to our committed and skilled teams who truly believe that Excellence is Not a Destination – It's a Continuous Journey That Never Ends.



Certificate of Appreciation From The Indus Hospital



LEARNING THE ROPES

LEADING IN A QUANTUM WORLD

Courtesy: Ms. Quratulain Arsalan
Manager – CHR



An increasingly competitive business landscape, rising complexity, persistent uncertainty and a shorter shelf life for knowledge have placed a premium on reskilling and upskilling that has created the need of vibrant workforce more than ever.

All these trends have elevated the importance of learning-and-development (L&D) function all around the world. Being trend setters in textile industries Feroze1888 Mills undertook several phases of research to understand needs and current priorities in L&D. Our efforts highlighted, how the L&D function is adapting to meet the changing needs of organizations, as well as the growing levels of investment in professional development.

Like every other time, Feroze1888 Mills inculcated leadership skills to its team members through a very new and emerging concept of Quantum Physics. By using scientific language and mechanisms to reframe and explain abstract concepts grounded the theories in everyday reality. Practical exercises brought out these concepts and sessions on “Leading in Quantum world” met its goal.

Values focused Soft skills and objective focused Hard skills sessions helped the entire team mastering their skills and improving their performance.

HIGG INDEX

By: QMS Team



Feroze1888 Mills limited arranged training by SGS Pakistan on 23rd Feb 2021 on HIGH Index, conducted by Mr. Taj Hussain from HIGG INDEX.

“The Higg Index is a suite of tools that enables brands, retailers, and facilities of all sizes – at every stage in their sustainability journey – to accurately measure and score a company or product’s sustainability performance. The Higg Index delivers a holistic overview that empowers businesses to make meaningful improvements that protect the well-being of factory workers, local communities, and the environment”.

IN THE EVENTS

COMBINED
WEDDING CEREMONY*Alhamdulillah*

Combined Wedding Ceremony successfully held on 7th March'21. Initiated to share the responsibility of a Sunnah, combined wedding event facilitates our female workers and the daughters of our male workers, assisting them to fulfill their responsibility with dignity and respect.

This is the third consecutive year and by the grace of Almighty, the trust & confidence in this event is not only increased but double folded. We are humbled to be of service to our extended family members and wish all the couples a very happy and blessed life ahead.

EMPLOYEE OF THE QUARTER

(October-December' 20)



Taimoor Mughal
D & P
M-4 (C-3)



Amjad Usman
D & P
M-3 (C-3)



Sabir
Finance
M-3 (SF-Office)



M Junaid Khan
Finance
M-4 (SF-Office)



Jamila Majid
HR Central
M-4 (C-3)



Babar
HR Central
M-3 (C-3)



Aftab Ali
HR & A
M-2 (HUB)



Ghulam Dastagir
HR & A
M-3 (C-3)



Asif Qeyam
HR & A
M-3 (C-3)



Faraz nayyar
HR & A
M-4 (C-3)



M Waqas
HR & A
M-1 (H-23)



M. Jamal
Logistics
M-3 (S-81)



Asad Ali
Logistics
M-2 (C-3)



Muneeb Azam
MCS
M-2 (C-3)



Navaid Iqbal
MCS
M-4 (C-3)



Atique Ahmed
Planning
M-4 (B-4)



Saqib Shahab
Planning
M-3 (B-4)



Syed Atif Haider
PE
M-3 (H-23)



Muhammad Rizwan
P & P
M-2 (H-23)



M Shahid Khan
Procurement
M-4 (SF-Office)



Umair Bin Yousuf
Procurement
M-3 (SF-Office)



Irfan
QMS
M-3 (C-3)



Farhat Tafweez
QMS
M-4 (A-5)



Faizan Aslam
QMS
M-5 (C-3)



M Aqib Rasheed
QMS
M-2 (H-23)



Abdullah Ansar
Spinning
M-1 (HUB)



Usman Ghani
Spinning
M-4 (HUB)



Sajid Ameer
S & P
M-5 (F-125)



M Ibrahim
S & P
M-4 (F-125)



M. Hamid
S & P
M-3 (C-3)



M. Imran
S & P
M-3 (C-3)



Imran Ali Shah
Weaving
M-3 (A-5)



Badar Uz Zaman
Weaving
M-5 (A-5)

Congratulations

WORLD CANCER DAY 4th Feb



"CREATE A FUTURE WITHOUT CANCER"

Up to 3.7 million lives could be saved each year by implementing resource appropriate strategies for prevention, early detection and treatment.

Preventing cancer

Over a third of all cancers can be prevented by reducing your exposure to risk factors such as tobacco, obesity, physical inactivity, infections, alcohol, environmental pollution, occupational carcinogens and radiation.

Know your body: early detection saves lives

There are a number of cancers which can be identified early which helps to improve the chances of successful treatment outcomes. As an individual, we can teach ourselves, the people we love – including teachers, parents and caregivers and our communities – about the common signs and symptoms.

Managing and treating cancer

The treatment depends on the type of cancer, where the cancer is, how big it is, whether it has spread, and general health. The general types of treatments include: surgery, chemotherapy, radiotherapy, hormone therapy, immunotherapy, and gene therapy.



"VALUING WATER"

SUSTAINABLE INITIATIVES VALUING WATER

By: QMS Team

Feroze1888 Mills is deeply committed towards the well-being of our ecological & environmental system – Sustainable approach for utilizing the natural reserves & resources is our priority and we are keeping no stone unturned.

A glimpse of water saved through our different projects in last calendar year.

132M+

gallons of water
was saved through
water reclaiming

53M+

gallons of water
was recovered
through
condensate

23M+

gallons of water saved
through installing
state of the art
washing technology

Courtesy: HR&A Representatives

OUR PEOPLE OUR PROSPERITY

SPICK AND SPAN



Neatness and cleanliness is not a function of how rich or poor you are but that of mentality and principle. Ikechukwu Izuakor, Great Reflections on Success

A clean and hygienic environment is imperative for the well-being of every one of us – yet, it is equally imperative that each one of us play our role in keeping our surroundings clean.

We are privileged having teams of individuals playing significant role in keeping our surrounding spick and span. Their sense of responsibility, performing duties on time and with diligence contributes highly in maintaining a hygienic and healthy work-place environment. We appreciate every member of our Janitorial staff and all their efforts – you are a great support!





INNOVATION LEADING TO PROGRESS

EXPERT TALK with Ms. Marium Aslam,
Manager - Product Development



1. What is Product Development & how significant it is?

Product development typically refers to all of the stages involved in bringing a product from concept or idea through market release and beyond. In other words, product development incorporates a product's entire journey.

Product development is the strategy for the successful development of new products or adding new features in the existing product. It is the first step in the development of the product. In business terms, the product development strategy can provide a framework that helps to improve the performance as well as the quality of the products.

2. Is it true that Innovation is the key to progress?

Innovation is the process of creating better solutions to meet new challenges. When organizations use it effectively, they can create new opportunities for themselves. As Peter Drucker puts it – "Innovation is the specific instrument of entrepreneurship. The act that endows resources with a new capacity to create wealth".

3. The contribution of Feroze1888 in Weaving A Better World?

Feroze1888 is known for its quality products & services. Besides our usual categories our PD department continuously works on adding new features in our product range, ensuring that the quality and esthetics met effectively with customers' requirement. We have introduced 'antimicrobial' technology which controls germs & bacteria growth & HEMP which takes 50% less water to grow the cotton. Our initiatives are both human & eco-friendly, fortifying our pledge of Weaving a Better World.

4. How effective is the practice of Virtual Tours introduced by Feroze1888?

Digitization has made the world working more with smart solutions: Virtual Tour is one of them. This initiative received a warm welcome from our customers & is much appreciated by them as through this platform we are facilitating them to reach our products & services within the shortest possible time, and with utmost convenience.



PRODUCT PORTFOLIO



HAPPY READING

VALUE

JRD Tata had a friend who used to say that he misplaces and loses his pen very often. He will use only very cheap pens so that he need not to worry about losing them. He was worried about carelessness habit.

JRD suggested him to buy the costliest pen he could afford and see what happens. He did that and purchased a 22 carat gold pen. After nearly six months JRD met him and asked him if he continues to misplace his pen. His friend said that he is very careful about his costly pen and he is surprised how he has changed. JRD explained to him that the value of the pen made the difference and there was nothing wrong with him as a person.

That is what happens with us in life. We are careful with things which we value most:

- If we value our health, we will be careful about what and how we eat
- If we value our friends, we will treat them with respect
- If we value our money, we will be careful while spending
- If we value our time, we will not waste it

Carefulness is a basic trait all of us have, we must know when to be careful.

Shared by:
Mr. Noman Majeed
Sr. Manager, SCA

GAME ZONE

HAVE YOU READ THE KIN?

- 1) What is clean & hygienic – imperative for everyone?
- 2) Which event held on 12th March'21?
- 3) Which philosophy of ours remain unchanged throughout the years?
- 4) Female workers are facilitated with which event?
- 5) How many employees received EOQ reward in recent quarter?
- 6) _____ is the specific instrument of _____
- 7) _____ is a basic trait all of us have.
- 8) Latest certification accredited by Feroze1888 Mills Ltd is _____
- 9) What is the significance of HEMP?
- 10) Which new segment is introduced in this KIN?
- 11) I seek _____ in you from the decline of your _____
- 12) How many gallons are saved through condensate to recovery water?
- 13) Many lives can be saved from Cancer through _____,
_____ & treatment.
- 14) Which of the social medium platforms are officially used by
Feroze1888 Mills Ltd.?
- 15) What is the theme of 2021's World Water Day?

Remember

- Only first ten entries with all correct answers will be considered as winners.
- If more than one replies received from an individual then only first entry (if correct) will be considered.
- Write your name, department, grade and employee code in subject line and it is mandatory for all.

Send your answers to
the.kin@feroze1888.com

latest by 10th April 2021.

DUA

اَللّٰهُمَّ اِنِّىْ اَعُوْذُبِكَ مِنْ زَوَالِ
نِعْمَتِكَ وَتَحَوُّلِ عَافِيَّتِكَ
وَفَجْآءَةِ نِقْمَتِكَ وَجَمِيْعِ سَخَطِكَ

اے اللہ! بے شک میں تیری پناہ مانگتا ہوں، تیری عطا
کردہ نعمتوں کے زوال سے، تیری عطا کردہ عافیت کے
بدل جانے سے، تیری سزا کے اچانک وارد ہو جانے سے
اور تیری ہر قسم کی بارانگی سے۔ (صحیح مسلم)

O Allah, Verily I seek refuge in You from the decline
of Your blessings, the change of our state of well-being,
the sudden onset of Your punishment and from all
that displeases You.

MEET WITH KIN TEAM MEMBERS



BABAR IFTIKHAR



FATIMA CHANGI



SALMAN KHAN



MOHAMMAD HASSAN



RAHILA MUSLIM

Share your SUGGESTIONS & ideas, for

"When we strive to become better than we are, everything around us becomes better too." – Paulo Coelho

Write to us at
suggestions@feroze1888.com

or

Drop your suggestions in the boxes placed at your locations.



FOLLOW – LIKE – SHARE



STAY IN TOUCH

For sharing your entries
the.kin@feroze1888.com