

*the* **KIN**

Newsletter | 4th Quarter 2020-21

# Risk

An Opportunity  
to Behold



  
**FEROZE 1888**<sup>®</sup>  
Weaving a Better World<sup>®</sup>

**50**  
YEARS OF EXCELLENCE  
SINCE 1970

# Contents

2

From The  
Desk of CEO

3

Complied &  
Concurred

4-5

Winning Stroke

6-8

Learning The  
Ropes

9-11

In The  
Events

12

World  
Events

13

Sustainable  
Development

14-15

Our People  
Our Prosperity

16

Product  
Portfolio

17

Happy  
Reading

18

Game  
Zone

19

Dua

20

Last Page

## From the Desk of CEO

Dear Extended family Members

Assalam-o-Alekum,

Human beings, by their very nature experience the fears of the unseen and the unknown. We feel comfortable when the picture is clear and we know the facts first hand. With the knowledge, we plan everything accordingly to avoid uncertainty and risks, creating a bubble – “the comfort zone”. Unfortunately, living too much in the comfort zone hampers growth – of both the individuals and the organizations alike.

This Pandemic has taught us all to grow out of our comfort zones, and the importance of critical and creative thinking – we need to really think through our plans in the face of uncertainty and complexity. Uncertain times – **this too shall pass.**

We rolled out the Govt. supported COVID-19 vaccine program to return to normalcy – I admire the efforts of our Management Team in initiating & driving the campaign successfully. This demonstrates our commitment to our 3Ps – People, Planet and Prosperity!!

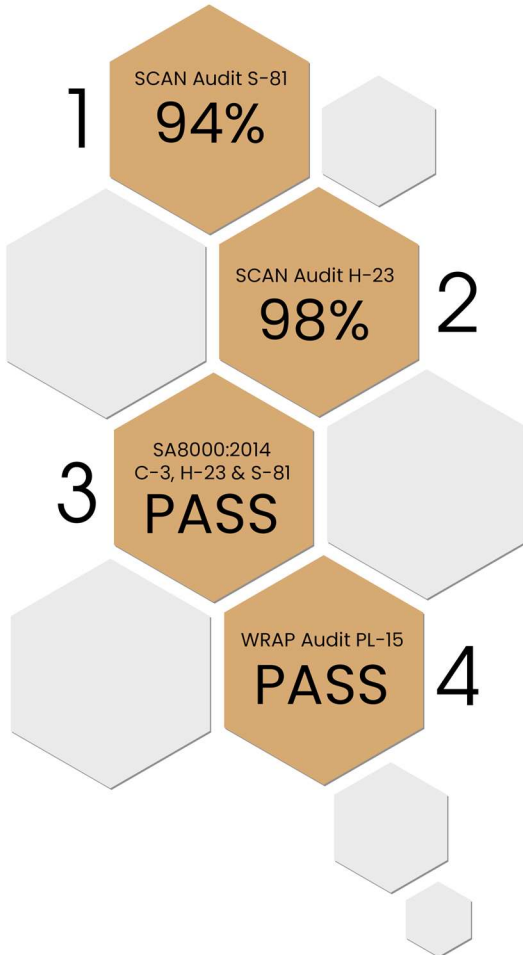
As we emerge from this unprecedented crisis, I encourage everyone that we make sure that we re-evaluate what is important in our lives and make the right choices for a better tomorrow.

Regards,

Rehan Rahman  
Chief Executive Officer

# Complied & Concurred

## Compliance Achievements



# Winning Stroke

## Exporters Recognition Award



**Feroze1888 Mills Ltd.**  
Being Among Top 100 Exporting  
Companies in the Year 2020.

Employers Federation of  
Pakistan's Exporters  
Recognition Award  
presented by the President  
of Pakistan Dr. Arif Alvi in a  
ceremony held on 28th  
June'21 at Aiwan-e-Sadar,  
Islamabad.

Heartiest congratulations to all the extended family members.

## Excellence Pursuit

Courtesy: QMS Department

### WRAP Certification Process

WRAP is the world's largest independent certification program focused on the apparel, footwear, and sewn products sectors.

Becoming a WRAP certified facility involves much more than simply passing an audit. We take a collaborative approach to social compliance certification where we work with our facilities to ensure that they remain in compliance with our 12 Principles. This does require, however, that all facilities actively engage in the process themselves and see to it that effective management systems are maintained to ensure compliance requirements are met.



### Re-Validation...

We are pleased to share the re-validation of our globally recognized accreditations: ISO 50001:2018 Energy Management System and STeP by OEKO Tex Certification, with revised standards. These international standards and their re-validation strongly verify our commitment to sustainability in all that we do.



ISO 50001:2018  
Energy Management  
System



# Learning the Ropes

## Risk Management

Courtesy: Ms. Javeria Siddiqui  
Chief Financial Officer

A ship in harbor is safe, but that is not what ships are built for! With this timeless saying Ms. Javeria Siddiqui, Chief Financial Officer, kicked off the two day workshop on Risk Management. The participants of these sessions were the Departmental heads and their second in line.

She apprised the participants about the journey of Risk Management that Feroze1888 has covered so far with the Risk Management Framework (the Framework) been approved by the Board of Directors, adoption of ISO 31000 – Risk Management, review of the risk management activities currently being carried out for HSE and Product related risks in order to align it with the Framework and now the workshop to take this forward.

Identification of Risk is crucial but managing the risk is the most important piece – “coordinated activities to direct and control an organization with regard to risk” is what Risk Management is all about. The value of Enterprise Risk Management is:

Improved ability to meet strategic goals and objectives

Relization of opportunities

Reduced volatility

Enhanced transparency and interrelated view of risk

Increased management accountability

Breaking down business silos

Enhanced decision making

During the workshop, the participants shared their views on Risk and Risk Management and learnt what the Framework says in this regard. They practiced the concepts of Risk Matrix and Cause and Consequence Analysis (CCA) with their real life encounters. At the end of the workshop, we had arrived at a Company-wide Risk Matrix and a CCA for key risks identified. The way forward is to build on this and to embed Risk Management in our organization's culture!!





# Risk Management





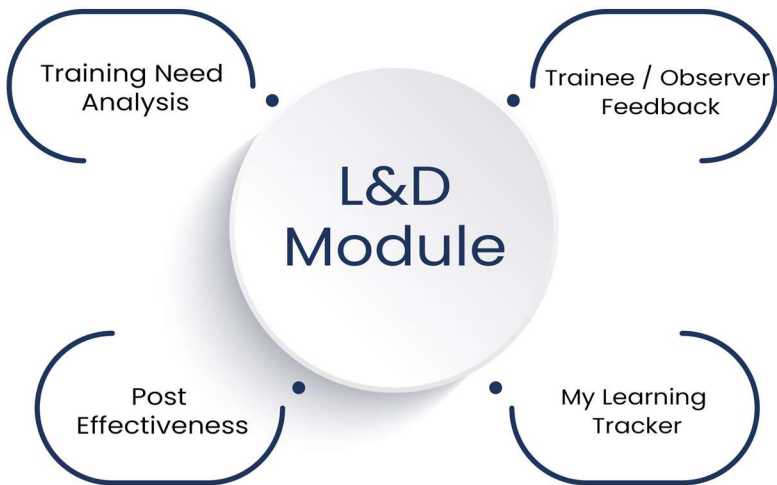
Courtesy: Ms. Quratulain Arsalan  
Manager - CHR

# Continuous Improvement

## ESS-L&D Module

**We believe: 'Change is the only law of life'**

Being a lean organization Feroze1888 is in a constant journey of continuous improvement, resource optimization, and wastage control. Under the umbrella of lean L&D has achieved another milestone and has developed the ESS-L&D module; that is; the digital transformation of the entire Training and development cycle. L&D Module is offering our employees quick and easy access to their learning journey and boosting our business's bottom line through increased productivity, improved compliance, and time and energy savings.



## In The Events

### Employee Of The Quarter (January-March' 21)



Rameez ur Rahman  
Civil  
H-23)



Hamza Iqbal  
Civil  
M-4 (HUB)



M. Naeem  
D&P  
M-3 (C-3)



M. Ashraf  
D&P  
M-6 (C-3)



M. Faizan  
Finance  
M-2 (SF-Office)



Saifullah Siddiqui  
Finance  
M-4 (SF-Office)



Shayan Ahmed  
HR & A  
M-1 (A-5)



Nisar Ali  
HR & A  
M-2 (F-125)



Naseebullah  
HR & A  
M-2 (H-23)



Abdul Rasheed  
HR & A  
M-2 (S-81)



M. Yousuf  
S&S (Regional)  
M-1 (S-81)



Sarang  
S&S (Central)  
M-2 (C-3)



Saad Malik  
HR Central  
M-3 (C-3)



Sheikh Waqar  
HR Central  
M-4 (C-3)



Arshad Ahmed  
IT  
M-4 (C-3)



Mehmood Iqbal  
IT  
M-2 (C-3)



M. Yousuf Ali  
Logistics  
M-2 (H-23)



Kashif Qeyam  
Logistics  
M-3 (HUB)



M. Saleem Khan  
MCS  
M-2 (C-3)



Khurram  
Packaging  
M-2 (S-81)



Vinesh Kumar  
Packaging  
M-4 (S-81)



M. Danish Rahman  
Planning  
M-2 (B-4)



Ghulam Abid  
Planning  
M-7 (B-4)



Syed Ali Raza  
PE  
M-1 (A-5)

CONGRATULATIONS

## Employee Of The Quarter (January-March' 21)



Akbar Khan  
P&P  
M-2 (H-23)



Kamran  
P&P  
M-4 (H-23)



M. Zaki uddin  
Procurement  
M-2 (SF-Office)



Saeed Ahmed  
Procurement  
M-5 (SF-Office)



Sohail Ahmed  
PD  
M-4 (C-3)



Abdul Qudoos  
PD  
M-2 (C-3)



Zohair Ahmed  
PD  
M-3 (H-23)



Azam Amin  
QMS  
M-5 (C-3)



Ammar Ali  
QMS  
M-3 (C-3)



M. Shadab Sami  
QMS  
M-3 (HUB)



Abdul Wajid  
Spinning  
M-4 (HUB)



Rizwan  
Spinning  
M-2 (HUB)



Imtiaz Ahmed  
S&P  
M-2 (C-3)



Zeeshan  
S&P  
M-4 (C-3)



Ayaz Ahmed  
S&P  
M-6 (F-125)



M. Junaid Chohan  
S&P  
M-3 (F-342)



M. Arsalan  
S&P  
M-1 (H-23)



Waqas Ahmed  
S&P  
M-5 (H-23)



Abdul Wahid  
S&P  
M-2 (S-81)



Noman Majeed  
SCA  
M-6 (SF-Office)



M. Shahid  
SCA  
M-3 (SF-Office)



Azhar Imam  
Weaving  
M-2 (A-5)



Hamid Hussain  
Weaving  
M-1 (H-23)

CONGRATULATIONS

# Suggestions Appreciated

(March' 20-March' 21)



Aarij Malik  
QMS  
M-2 (C-3)



Abdul Waheed  
Logistics  
M-6 (H-23)



Ammar Ali  
QMS  
M-3 (C-3)



Naveed Ahmed  
S&S Central  
M-3 (C-3)



Irfan Hingora  
QMS  
M-3 (HUB)



M.Danish Rahman  
Planning  
M-2 (B-4)



Subhan Nadeem  
CHR  
M-3 (C-3)



Shahid Nabi Khan  
HR&A  
M-1 (C-3)



Rahila Muslim  
Factory Management  
M-4 (SFO)



Sami Ashraf  
F&A  
M-4 (SFO)

CONGRATULATIONS

## World EVENTS

The first step towards change is Awareness

World Health Day  
7th April

World Earth Day  
22nd April

Health & Safety Day  
28th April

Labour Day  
1st May

Firefighters Day  
4th May

World Hypertension Day  
17th May

World No Tobacco Day  
31st May

World Environment Day  
5th June

World Blood Donor Day  
14th June



# Sustainable Development

## Good Health & Wellbeing

Courtesy: Mustafa Bilal  
Deputy General Manager-HR & A

### Covid 19 Vaccination Drive



The Health and safety of the extended family members have always been the top priority of Feroze1888. After the onset of COVID-19, the management has consistently ensured to comply with the safety protocols set by the Federal and Provincial governments and also keep reviewing the safety guidelines and ensure their implementation at work for employees' safety. Though before the pandemic, management used to pay special attention to the employees' well-being after COVID-19, the management has taken extra caution and took the whole situation very seriously.



In collaboration with Sindh and Baluchistan governments, the management has arranged mass vaccination centers at different locations to facilitate employees getting fully vaccinated with ease. The vaccination centers are being operated under the supervision of highly qualified paramedical staff, so that all employees can get vaccinated during duty hours, in a safe environment. The management is committed to vaccinating 100 % of its employees and has been moving towards the accomplishment of this goal very smoothly. We appreciate the efforts of our HR, Administration, Safety, and MAC front line staff for successfully running these vaccination centers.





## Our People – Our Prosperity



### The Driving Force!!

The efficacy & achievement of tasks in any organization requires an equally efficient & effective fleet of vehicles driven by skilled drivers.

Feroze1888 is blessed to have a skillful and diligent team of individuals who not only drives us but keep the wheels turning. Your untiring support is truly appreciated!





By: Ms. Javeria Siddiqui  
Chief Financial Officer

## Our People Our Prosperity

### Q: How challenging it is to be a CFO?

A: On a lighter note – I think it would be more appropriate to put this question to my associates who have actually borne with me as I complete a year into this role .

For me this is what fuels me every single day. Challenges are the spice of life – being a CFO especially where I rose to this rank in the COVID-19 era – professionally speaking was a very enriching experience.

The disruption that the Pandemic caused all over the World has made us reset our priorities and it is equally true for my role also – if not more. I personally enjoy working in a dynamic environment and our organization provides me that opportunity to its fullest – words of Mark Twain resonate with me:

**“Find a job you enjoy doing, and you will never have to work a day in your life”**

And I find myself extremely fortunate that has been the case in most part of my professional career.

### Q: What do you like about your role the most?

A: Quite a few things actually – other than the work itself, if I were to pick then I think the very requirement of going into other person’s shoes to understand where are they coming from is what excites me. The opinions/point of views are so diverse and different from oneself that it is sometimes difficult to comprehend but at the same time gives an opportunity to learn and broaden one’s own horizon.

### Q: How do you define Risk?

A: if you had asked me this question before ISO 31000 then my response would have been – anything which has the potential to adversely impact achievement of my goals. Now ofcourse it is:

**“Effect of uncertainty on objectives”**

What I like about this concept is that it covers both positive and negative impacts on objectives – discussions on opportunities/tailwinds are an important aspect of strategic planning.

### Q: How do you see role of Finance in an organization?

A: if I were to ask you what is the role of brakes in a car? Most of the people would respond that brakes in the car are to stop the car. My point of view is a bit different – the role of brakes in the car is to drive the car even faster. If the brakes are working fine - then the driver (Business in case of organizations) will have the confidence to drive the car faster – so as the brakes will be applied when needed. It’s an analogy I use to describe the role of Finance.

### Q: How do you see the role of CFO evolving in the next 5 years?

A: I think besides being the Strategic Business Partner as they have all the resources at their disposal to be one - the next big thing that would shape up this role in next few years would be leading the Digital transformation from the business front.

## Product Portfolio



HOODED WRAP



TOTE BAG TOWEL

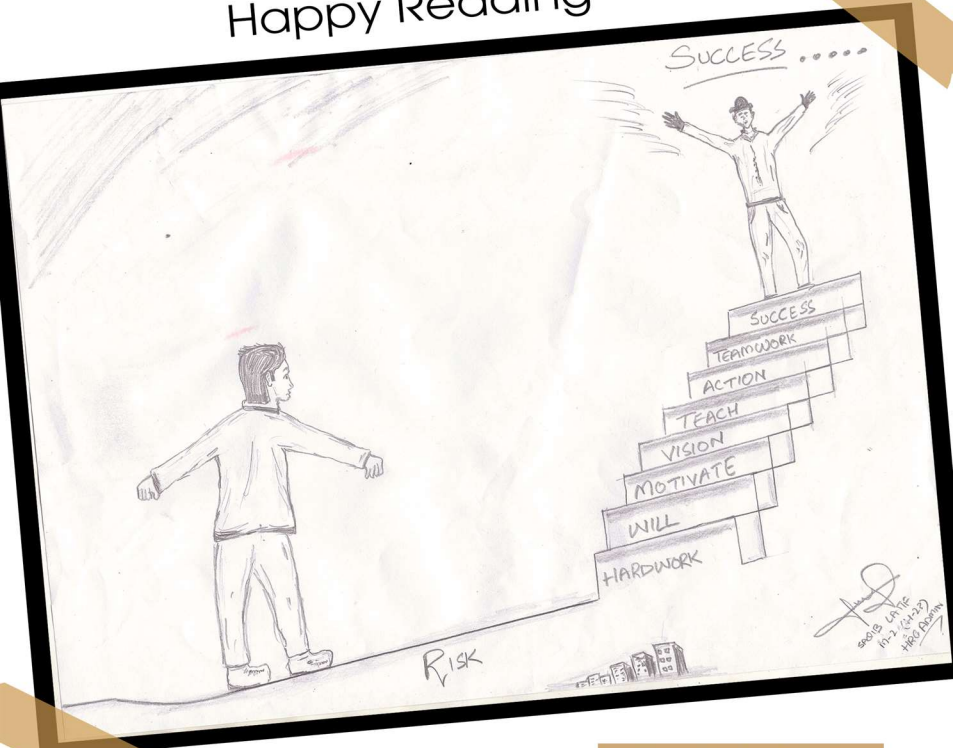


PILLOW TOWEL



LOUNGE/ POOL CHAIR COVER

# Happy Reading



Shared By: Saqib Latif  
Executive Officer - II - HR & A



## Word Search

### No Risk Attached!!

U	R	F	R	A	M	E	W	O	R	K	R	R	G
T	P	N	C	O	M	F	O	R	T	A	B	L	E
N	R	B	U	R	U	E	G	N	I	N	N	I	W
Y	R	K	I	L	N	I	W	K	L	E	A	N	E
T	E	N	W	K	C	A	L	C	N	N	A	E	P
I	K	B	N	O	E	N	I	E	K	I	N	C	C
N	O	N	O	F	R	R	L	U	I	I	A	N	I
U	T	M	R	E	T	O	T	R	A	Y	K	R	M
T	T	O	M	N	A	O	A	R	C	T	A	S	E
R	U	D	A	W	I	W	T	R	E	M	A	I	D
O	R	U	L	R	N	D	M	I	F	N	W	L	N
P	U	L	C	A	T	R	S	S	E	N	E	O	A
P	Y	E	Y	P	Y	W	T	K	S	M	N	S	P
O	A	T	R	A	N	S	P	E	R	A	N	C	Y

There are 15 words hidden in the grid - find at least 13 words to qualify.

Words found must match with the list of KIN  
All words are taken from the KIN

### 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](mailto:the.kin@feroze1888.com)**

latest by 10th July 2021.

Dua

رَبِّ أَعِينِي عَلَى  
ذِكْرِكَ وَشُكْرِكَ  
وَحُسْنِ عِبَادَتِكَ

اے میرے رب! اپنا ذکر، شکر اور بہترین عبادت کرنے میں میری مدد فرما۔

O my Lord, help me in  
remembering You, in thanking you, and  
in beautifully worshipping 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](mailto: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](mailto:the.kin@feroze1888.com)**