



the **KIN**

Newsletter | 3rd Quarter 2021-22

DIVERSITY AND INCLUSION

BREAK

THE BIAS



FEROZE 1888
Weaving a Better World®

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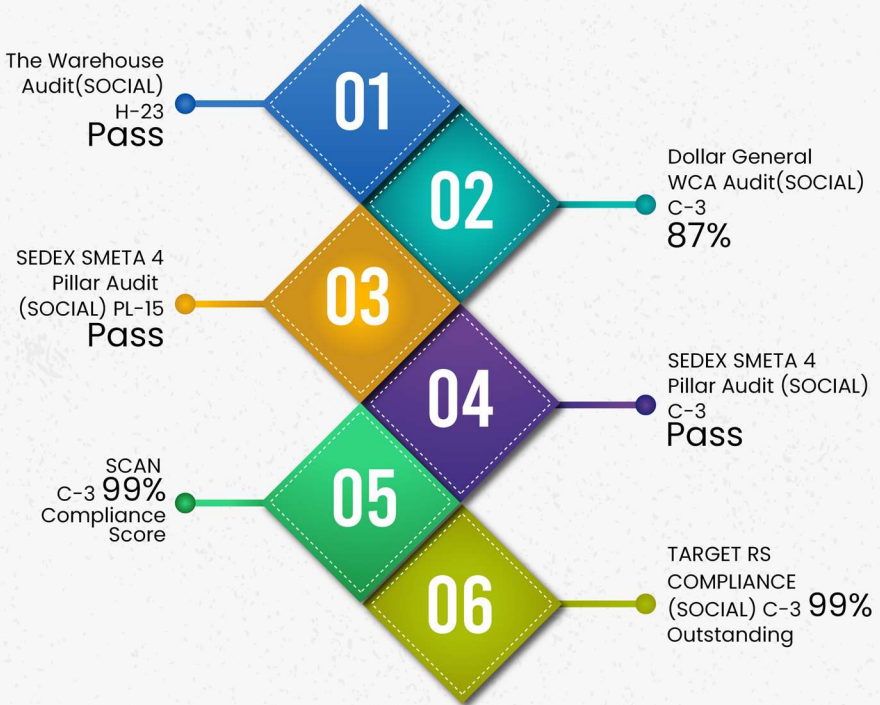
Supplication

18

Last, not Least

COMPLIED & CONCURRED

Compliance Achievements



WINNING STROKE

Persistence pays off

Lab Accreditation: ISO/IEC (17025:2017)

Feroze1888 Mills Ltd. is pleased to achieve another corroboration of our commitment and dedicated efforts to ensure quality at every stage. Our **Laboratory** has been **Re-Accredited** by **Pakistan National Accreditation Council (PNAC)** for **ISO/IEC (17025:2017)**. This ISO standard held high importance in the Textile sector and affirms the technical competence in the domain of Laboratory working. The efforts of our entire team and support of relevant departments is highly commendable.



Global Diversity, Equity & Inclusion Benchmarks

GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS AWARDS 2021

Presented to

FEROZE 1888 MILLS LTD
Weaving a Better World®

This is to certify that Feroze1888 Mills Ltd has won GDEIB award in the following category:

DEI LEARNING AND DEVELOPMENT: PROGRESSIVE

Global Diversity, Equity & Inclusion Benchmarks

Zahid Mubarrak SHRM-SCP, SPHR, GPHR
Board Director, The Centre for Global Inclusion USA
29 Dec 2021

Level 5: Best Practice	Demonstrating current global best practices in DEI; exemplary.
Level 4: Progressive	Implementing DEI systemically, showing improved results and outcomes beyond what is required or expected.
Level 3: Proactive	A clear awareness of the value of DEI; starting to implement DEI systemically. This is what is required and expected of all organizations.
Level 2: Reactive	A compliance-only mindset; actions are taken primarily to comply with relevant laws and social pressures. Doing the bare minimum.
Level 1: Inactive	No DEI work has begun; diversity, equity, and inclusion are not part of organizational goals.

LEARNING THE ROPES

Anyone Who Keeps Learning Stays Young

Feroze1888 Mills Ltd. consider its employees the biggest assets and invest extensively in their development and growth. For us, training is not a proposition reserved for C-Suite professionals rather an overall growth engine that drives our business success.

The spectrum of trainings includes customized programs which not only address the requisite of the organization but also focus on the need of improvising the skills and knowledge of the employees being identified.

In this quarter different interventions are taken and workshops on necessary business skills are conducted. To achieve competitive differentiation and mobilise change that creates value for our customers; senior leadership team is trained by Farhad karam Ally under the program 'Leadership Journey'. Trainings on Critical Thinking, Strategic Business Process Reengineering by LUMS and In-house programs on Communication Skills, Success Habits and Stress Management are also conducted.

For workers we have introduced certification courses in Weaving and Spinning. The core idea is to create development chances for workers by providing them the opportunity to upgrade their knowledge and build on their skills. In this domain collaborations with the renowned engineering institutes namely NEDUET and SMA Rizvi Textile Institute are built.

Our focus is to have a meaningful and continuous development through a right mix of conventional-unconventional & formal-informal sessions than just on the learning.

Together Towards Excellence.



GLIMPSES



IN THE EVENTS

Women's Day Celebrations

A woman in any form shall be celebrated and honored.

Women plays significant role in every walk of life. Dotting mother, caring sister, supporting wife, affectionate daughter and an exceptional teammate. Whatever role they choose to play – they give their best to it.

Feroze1888 Mills Ltd. has always believe in the talent, skills and aptitude of the Women force and provide a level-playing field to them in every possible manner - creating an environment based on equality and respect for every individual.

On the International Women's Day 2022 we celebrated the dedication and efforts of our management and non-management female counterparts in separate events.

The event organized for our management executives at Arena was attended by the Executive Leadership Team along with the CEO Mr. Rehan Rahman. The guest speaker Ms. Khursheed Kotwal, an acclaimed professional in the field of Finance, Ms. Saira Halai – G.M CHR, and Ms. Javeria Siddiqui – Chief Financial Officer shared their experiences and life-lessons along with some tips to achieve work-life balance and professional conduct. In his small speech the CEO appreciated all the females who manage to create symmetry and breaking the stereotypes.

With the souvenirs distribution the ladies enjoyed Hi-Tea and exhibit their fun spirit in bowling arena.

On-floor sessions with female workers at every location were conducted by the teams. Ms. Javeria Siddiqui, CFO and other team members visited the floors and appreciated the contribution and efforts of our female workforce. A souvenir was presented to all the wonderful ladies honoring their efforts and hard-work. The sessions proved to be of motivation and immensely appreciated by our female workforce.

As an equal opportunity employer we are already providing opportunities to the women in conventional roles and immensely working towards accommodating them in unconventional roles too. Together we can forge women's equality. Collectively we can all #BreakTheBias.

Women's Day

#BreakTheBias



#BreakTheBias



COMBINED WEDDING CEREMONY

بَارَكَ اللهُ لَكَ وَبَارَكَ عَلَيْكَ وَجَمَعَ بَيْنَكُمَا فِي خَيْرٍ

May Allah bless you and shower His blessings upon you and Allah unite you both in goodness. (Aameen)
(Abi Daud)

Alhumdulillah! Feroze1888 Mills Ltd. is truly humbled and pleased on successfully arranging and executing the 4th Combined Wedding Ceremony of our female workers and the daughters of our workers.

This blissful event has gained the trust and admiration of our workforce which is evident from the increase in number of couples every year. This year we facilitated the nuptial of 17 couples with utmost dignity and respect.

Congratulations to all the couples.

Together We Can Make A Difference.

EMPLOYEE OF THE QUARTER

October - December '21



Asif Iqbal



Tahir Muhammad



Kamran Iqbal



Mobasher Mustafa



Rafiq Ahmed



Ateeq Ahmed



M.Arsalan Khan



A.Waheed Qureshi



Mohsan Rehman



M.Muqtadir Hussain



M. Saddique



Arsalan Ahmed



Shahrooz Nadeem



Danish Iqbal



Maazq Baig



Khuram Ajjaz



Tanveer Halder



Naveed Salahuddin



Qurat ul Ain Arsalan



M.Jamshaid



Saqib Mustafa



Al Samad Saleem



M. Umar



Hussain Muhammad



Muhammad Iqbal



M. Saleem



S.Owais Bin Jamil



S.M.Uzair Fatimi



M. Tasleem



M. Khalid



Maria Noor



Mehvish Manzoor



Shalikh Daniyal



M. Danish



M.Imran Malik



Faiz Ur Rehman



Noor Ullah Khan



Zeeshan Iqbal



Nasar Ali



Fazal Nabi



Nasir Mehmood



Salahuddin



M. Amad



M.Rahool Imran



Zeeshan Zubair



Sajid Rehman



Adeel Aslam



Rana Hamza



Atif Ghani Khan



Salman M. Khan



Amrara Ali



Sardar Ali



Dilawar Khan



M. Danish



Syed Ali Hussain



Fahim Abdulah



Kamran



Fahad Hussain



M.Tahir Mehmood



Abdul Rahim



S.Asad Imam

Congratulations



23 MARCH

یومِ پاکستاں

تیرا ہر اک ذرہ ہم کو اپنی جان سے پیارا

WORLD EVENTS



4th February 2022

Reduce the Risk: Over a third of all cancers can be prevented by reducing your exposure to risk factors such as:



Smoking



Physical
Inactivity



Environmental Pollution



Alcohol



Tobacco



Groundwater,
Making the
Invisible Visible

World **WATER**
22nd March 2022 **DAY**

We need to work together to sustainably manage this precious resource.

SUSTAINABLE DEVELOPMENTS

We have a duty to care for the environment



Plantation Drive 2021-22

By the grace of Allah, Plantation Drive 2021-22 is successfully concluded. Initiated with the aim of contributing to the balance of our eco-system the plantation of Mangroves will certainly have positive impact on the overall ecological succession.

Trees Planted

25,000

Total Employees Engaged

117

Estimated Carbon Offset

34 Tons

13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



OUR PEOPLE-OUR PROSPERITY

There is no force equal to a Woman determined to rise



Saira Halai
General Manager - CHR

What are the benefits to having women in leadership?

Having women in leadership means greater diversity of thought, which, in turn, leads to improved problem solving and greater business benefits. Also, as women are generally more collaborative, having them in the leadership team helps make the team environment less authoritative and more cooperative, bringing a family-like feel to the team. This boosts teamwork across the organization and helps implement a positive culture within the business.

Javeria Siddiqui
Chief Financial Officer



What advice would you give to young women entering in the professional life?

Just be your authentic self, no one can play your role better than you. And my favorite quote: "Women are like tea bags, you never know how strong it is, until you put it in hot water."



Mussarat Shaheen
Manager - QMS

How have you built the confidence over the course of your career?

Honesty and Ethics are the guiding principles of Islam – I have always tried to abide by these principles. Being honest boost your confidence as you rightfully stand by with what you do and say, which in turn gives you an overall sense of satisfaction and resilience.

Quratulain Arsalan
Senior Manager - L&D



What is the driving force behind your success and your career?

I am a woman in process like everyone else but the only thing which I was certain from an early age; I knew I was responsible for myself. The urge of being significant gave me true drive towards excellence throughout my journey and still it is same.



Marium Aslam
Manager - PD

How can women support other women in their organizations?

The key to the support system is Respect. Respect the struggle of a woman – of every woman, her ideas and her achievements; acknowledge her efforts and celebrate her success. Respect, open communication and close networking can create strong bond among the female workforce and a support system where every woman stands one-for-all-and-all-for-one.

Qurat Ul Ain Farooq
Manager - MCS



How do you encourage women to not give up?

If you have a dream to make life better, for yourself or for people around you; then there is no way out of it. One has to keep doing efforts while being persistent. Keep striving till you achieve the greater good.

COVER STORY

Diversity & Inclusion

BreakTheBias

Diversity & Inclusion at workplace is all about empowering & encouraging people & things by accepting & appreciating what makes them different. We base our approach to diversity and inclusion on these key strands:

CULTURAL



We are leveraging on the ethnic differences of our diverse workforce by building an inclusive culture.

We are expanding our efforts to strengthen our inclusive workplace culture that generates equal opportunities for everyone who are entitled to equality, respect & dignity.

We believe in Weaving a Better World- Together.

INNOVATION



Our diversified portfolio reflects the varied nature of our customer and business.

The different viewpoints & perspectives shape up the innovative thinking and we are committed to do better. We provide platforms to share opinions and experiences and encourage discussion, debate and a sense of community to improve our own standards of diversity.

It is the Key to Growth.

GENDER BALANCE



We support gender balance workplace in order to address and reduce unconscious bias in our society. We have a longstanding commitment to improving our own standards of diversity & inclusion and taking steps to make real changes to our recruitment policies in particular to ensure that our gender metrics of Women are given the opportunities they deserve.

Break the Bias.

DISSABILITY CONFIDENCE



We are proactive in promoting disability confidence in the workplace, raising awareness of disability and inclusion, supporting our people to feel confident in interacting with people with special-abled needs and encouraging candidates with disability to apply to work for us.

We are promoting a culture that builds on strengths and focuses on abilities.

We aim to get the best from each other.

PRODUCT PORTFOLIO

Kitchen Accessories



KITCHEN TOWEL



APRON



POT HOLDER/
OVEN MITT SET



WASH CLOTH

GAME ZONE

Squares!

Fill in the missing numbers

The missing values are the whole numbers between 1 and 25. Each number is only used once.

Each Row and Each Column is a math equation.

Search the Hint (Number) from the bar of Alphabets

D	A	M	R	I	S	B	T	K	U	J	C	Z
8	2	5	4	3	6	7	19	13	10	11	12	9

G	N	V	W	X	Y	F	O	L	P	Q	H	E
14	16	24	17	25	20	1	21	22	23	15	18	26

N	+	11	+	25	+		-		47
+		+		-		+		x	21
	x	F	-		+		-		68
-		+		-		+		-	43
	x		-	Z	÷		+		197
+		+		+		-		-	
	+	D	+		+		-		
-		+		+		+		-	
	+		x		-		-	W	
2		36		48		26		20	

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.

	+		x		-		-	H	55
+		-		-		+		+	-47
	-		-	S	-		-		27
x		-		-		+		+	14
M	x		-		-		-		20
+		+		x		-		x	
	-		-	J	+		+		
-		-		+		÷		+	
P	+		-		-		+		
80		-32		-40		20		375	

Send your answers to the.kin@ferozel1888.com

latest by 10th April 2022.

SUPPLICATION

دُعَا

رَبَّنَا آتِنَا مِنْ لَدُنْكَ رَحْمَةً
وَهَيِّئْ لَنَا مِنْ أَمْرِنَا رَشَدًا

اے ہمارے رب! ہمیں اپنی طرف سے رحمت عطا
کرا اور ہمارے لیے ہمارے معاملے میں بھلائی عطا فرما۔

Our Lord, grant us mercy from Yourself
and prepare for us from our affair
right guidance.

(Al-Kahf: 10)

MEET WITH **KIN** TEAM MEMBERS



*Fatima
Changa*



*Salman
Khan*



*Mohammad
Hassan*



*Rabia
Muslim*

What's Your Suggestion?

Write to us at
suggestions@feroze1888.com

or

Use the Suggestion Boxes placed at your locations.



FOLLOW - LIKE - SHARE



STAY IN TOUCH

For sharing your entries
the.kin@feroze1888.com